

**2023**

**University of Missouri  
ANNUAL FIRE SAFETY  
AND SECURITY REPORT**



# University of Missouri – Columbia

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From the Chief of Police



To: Campus Community

From: Brian Weimer

On behalf of the University of Missouri Police Department, I want to thank you for your interest in our annual Fire Safety and Security Report. This report contains valuable information about our campus community and is published each year in compliance with the provisions of the Clery Act.

We believe that maintaining a safe and secure campus is everyone's responsibility at MU.

We encourage you to review this report, which includes information about MUPD and the services we provide. You will learn about our strong commitment to victims of crimes and the plethora of services we offer them. Additionally, you will learn about campus security policies and procedures, crime data and crime prevention information at Mizzou.

We are proud to be an integral part of MU's tradition of excellence and work closely with the Division of Student Affairs, Office of Institutional Equity, and many other university offices to make our campus a safe place to live, work, learn and visit.

Sincerely,

A handwritten signature in cursive script that reads "Brian Weimer".

Brian Weimer  
Chief of Police

## Statement of Non-Discrimination

The University of Missouri does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, and any other status protected by applicable state or federal law. As used in this policy, the word “sex” is also inclusive of the term “gender.”

The University’s non-discrimination policies apply to any phase of its employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person’s ability to participate in or benefit from the University’s educational programs, activities or employment.

In addition, MU does not discriminate on the basis of sex in our education programs or activities, pursuant to Title IX and 34 CFR Part 106.

Any person having inquiries concerning the University of Missouri’s application of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972\*, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 or other civil rights laws should contact one of the following:

Affirmative Action and Equal Employment Opportunity

Veronica Schultz, 1105 Carrie Franke Drive, Columbia, MO 65211 (573) 884-2577

Office of Institutional Equity

Andrea Hayes, Assistant Vice Chancellor Office of Institutional Equity

145 Heinkel Columbia, MO 65211 (573) 882-3880

Main Office Hours: Monday-Friday, 8:00 am – 5:00 p.m. and by appointment

For information on how to report discrimination or harassment, including sexual harassment and sexual misconduct, as well as expressions of perceived bias and violations of the right to free expression, visit [Making a Report](#).

Visit [Know Your Rights](#) by the Office for Civil Rights, U.S. Department of Education, for information on the federal civil rights laws enforced by OCR that prohibit discrimination in programs or activities that received federal funds from the Department of Education.

# ANNUAL SECURITY REPORT



## **PREPARATION OF THE ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS**

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from the following sources: MUPD, Columbia Police Department, Boone County Sheriff's Department, Office of Institutional Equity, Residential Life, Office of Accountability and Support, and information provided by campus security authorities.

A written request for statistical information is made on an annual basis. The University compiles this information in the University's Annual Fire Safety and Security Report (AFSSR), which is published by MUPD. MUPD submits the annual crime statistics published in this report to the Department of Education (ED). The statistical information

gathered by the Department of Education is available to the public through the ED website.

This report contains three years of crime statistics related to incidents that occurred on the University Campus; in certain Off-Campus buildings or property owned or controlled by the University of Missouri; and on public property immediately adjacent to and accessible to the Campus. This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol and other drugs.

The University distributes a notice of the availability of this Annual Fire Safety and Security Report by October 1 of each year to every member of the University community through email. The notice includes a brief summary of the contents of the Annual Security Report, the address for MUPD and where the Annual Security Reports can be found on-line. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting Kevin Rodgers at 573-882-2187 or by visiting [mupolice.com](http://mupolice.com)

## **REPORTING CRIMES AND OTHER EMERGENCIES**

### **Reporting to MU Police**

MU students, faculty, staff and visitors are encouraged to accurately and promptly report all crimes, to the University of Missouri Police Department or appropriate local law enforcement when the victim of a crime elects to, or is unable to, make such a report. To report a crime or an emergency on the MU Campus, call MUPD at 573-882-7201, “311” or “911”. Crimes should be reported to MUPD for purposes of assessing the crime for distributing a potential timely warning – crime notification or emergency alert and for disclosure in the annual crime statistics.





Communications Officers are available at MUPD 24 hours a day to answer your call. In response to a call, MUPD Communications will generally dispatch an officer to the requested location of the caller to file an incident report. In certain circumstances, the caller may be requested to respond to MUPD to meet an officer or the officer may be able to take the required information over the phone. A police officer will gather the proper information, begin an investigation, and complete a written report. If appropriate, an investigator may be contacted to assist. If assistance is required from the Columbia Police, Boone County Sheriff's Department or Columbia Fire Department, MUPD will contact the appropriate unit. If it is determined the incident occurred outside of the jurisdiction of MUPD, the caller will be assisted in contacting the appropriate local law enforcement agency. If a sexual assault should occur, staff on the scene, including MUPD, will offer the victim a wide variety of services. Incident reports may be forwarded to the Office of Student Accountability & Support or Office of Institutional Equity for review.

### **Reporting to Other Campus Security Authorities**

While the University strongly encourages community members to immediately report all crimes and other emergencies directly to the MU Police at (573) 882-7201 or 911, MUPD also recognizes that some may prefer to report to other individuals or University offices. The Clery Act recognizes certain University officials and offices as "Campus Security Authorities (CSAs)." The Act defines these individuals as an

- a) University Police
- b) Non-police personnel responsible for on-campus security.

- c) Official of an institution who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.
- d) Any individual or organization specified in a statement of the University's security policies as a place to report criminal offenses.

Outside of the police department, these individuals generally meet the criteria for being a campus security authority.

- Dean of Students
- Director of Athletics and All Athletic Coaches
- Faculty Advisor to a Student Organization
- Residence Hall Coordinator, Assistant or Advisor
- Coordinator of Greek Affairs
- An Ombudsperson (including student ombudspersons)
- Director of Campus Health or Counseling Center
- Victim Advocates
- Members of a Sexual Assault Response Team

The function of a campus security authority is to report to MUPD or any of the below listed offices any crime report information they receive. CSA's are responsible for reporting allegations of Clery Act crimes that are reported to them in their capacity as a CSA. CSA's are not responsible for investigating or reporting incidents that they overhear students talking about in a hallway conversation; that a classmate or student mentions during an in-class discussion; that a victim mentions during a speech, workshop, or any other form of group presentation; or that a CSA otherwise learns about in an indirect manner.

While the University has identified several individual CSA's in the above category, we officially designate the following offices as places where University community members should report crimes:

Official	Campus Address	Phone Number
University of Missouri Police Department	901 Virginia Ave.	(573) 882-7201
Office of Institutional Equity	320 Jesse Hall and 145 Heinkel Building	573-882-3880
Human Resources	1105 Carrie Francke Dr. Suite 108 409 Conley Ave. – 15 Jesse Hall	573-882-2146 573-882-7976
Office of Accountability and Support	G206 MU Student Center	(573) 882-5543
MU Residential Life	0780 Defoe-Graham Hall 901 Hitt Street	573-882-7275
Senior Deputy Athletics Director	Mizzou Arena 1 Champions Drive, Suite 200	573-884-6428
Dean of Students	2202 Student Center	573-882-5397

### Daily Crime Log

MUPD maintains a Daily Crime Log of all crimes reported to them. The log identifies the nature, general location, date and time reported, date and time occurred and disposition. The Daily Crime Log for the most current 60 days is available for viewing in the lobby of MUPD at 901 Virginia Avenue, Columbia MO, 65211. Any portion of the Daily Crime Log that is older than 60 days will be made available within two business days of a public request.

### Emergency Phones

The University has installed emergency phones throughout the University of Missouri campus. Phones are located in public areas of buildings including parking garages, elevators, residence hall complexes, administration buildings, and numerous outdoor locations. Emergency phones provide direct voice communications to the University Police Communications Center.

## Limited Voluntary Confidential Reporting Procedures

MUPD encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. MU will protect the confidentiality of victims of sexual assault, domestic violence, dating violence and stalking to the fullest extent of the law. Because police reports are public records under the Missouri Sunshine Law, MUPD may not be able to hold reports of crime in confidence.

However, the Missouri Sunshine Law does provide some exceptions.

The MO Sunshine Law states, if any portion of a record or document of a law enforcement officer or agency, other than an arrest report, which would otherwise be open, contains information that is reasonably likely to pose a clear and present danger to the safety of any victim, witness, undercover officer, or other person; or jeopardize a criminal investigation, including records which would disclose the identity of a source wishing to remain confidential or a suspect not in custody; or which would disclose techniques, procedures or guideline for law enforcement investigation or prosecutions, that portion of the record shall be closed and shall be redacted from any record made available.

Pursuant to Revised Missouri Statutes 610.100, a victim of RSMO Chapter 566 (Sex Offenses) may request that his or her identity be kept confidential until a charge relating to such incident is filed. With your permission, MUPD can file a report on the details of a sexual assault without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made through the [Office of Institutional Equity](#).

Anonymous reports are not the same as confidential reporting. If you are interested in reporting a crime anonymously, you can utilize the [University Police's Silent Witness](#) program. We do not attempt to trace the origin of the person who submits this form, unless such is deemed necessary for public safety. Persons may also report crimes through [Crime Stoppers](#) at (573) 875-TIPS (8477).

Anyone may call the University Police at 573-882-7201 to report concerning information.

## **Pastoral and Professional Counselors**

According to the Clery Act, pastoral and professional counselors who are appropriately credentialed and hired by the University of Missouri to serve in a counseling role are not considered Campus Security Authorities when they are acting in the counseling role. As a matter of policy, the University encourages pastoral and professional counselors to notify those whom they are counseling of the limited voluntary confidential reporting procedures available to them for sexual assault reports.

*Pastoral Counselor:* An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

*Professional Counselor:* An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

## **About the University of Missouri Police Department**



## **Role and Authority**

The University of Missouri Police Department (MUPD) is a professionally accredited police department. MUPD achieved accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA) and The International Association of Campus Law Enforcement Administrators. The University of Missouri Police Department consists of more than 80 employees including 44 sworn police officers commissioned under Missouri State Statutes 172.350 & 172.355.

MUPD officers have the authority to enforce MO State Laws, City of Columbia Ordinances and University of Missouri Policies. MUPD officers are authorized under Missouri State Statutes to make arrests within the State of Missouri. MU Police Officers also hold City of Columbia police commissions under Municipal Code Sec. 21-18.1 and are sworn deputies of the Boone County Sheriff's Department.

The jurisdiction of MUPD includes property owned, leased or controlled by MU. MUPD has concurrent jurisdiction on city streets running through or adjacent to the campus. In addition, MUPD has jurisdiction over the following privately owned locations through a signed memorandum of understanding with the City of Columbia.

- All Greek houses associated with MU.
- St. Thomas More Newman Center, 602 Turner Avenue.
- Children's House Montessori, 915 and 917 Tiger Avenue.
- Richmond Place Apartments, 915 Richmond Avenue.
- Evans Scholars, 923 Tiger Avenue.

The department also employs non-sworn, unarmed security officers and community service officers. The community service officers and security officers patrol areas on-campus frequented by students and do not have powers of arrest.

The MU Police Department is the primary responder to all calls for service, emergency and otherwise, on the University of Missouri Campus and the private locations listed above. The department operates twenty-four hours per day, seven days per week to provide law enforcement services.

Mission Statement: "The University of Missouri Police Department will strive to ensure a peaceful quality of life, establish partnership with the community and support a safe learning environment"

## **Safety, Our Number One Priority**

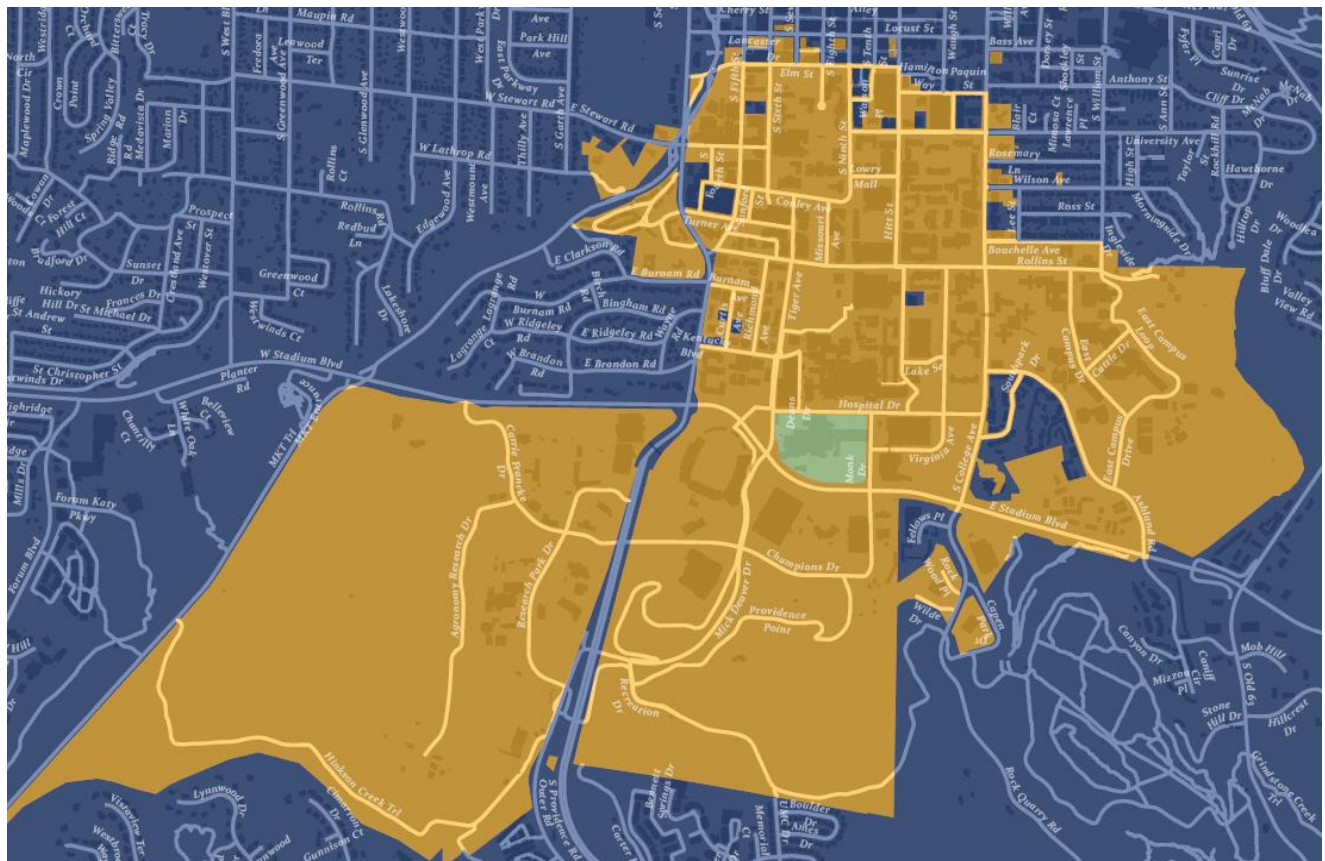
The MU community is a great place to live, work and study. However, this does not mean that the campus community is immune from all of the other unfortunate circumstances that arise in other communities. With that in mind, MU has taken progressive measures

to create and maintain a reasonably safe environment on campus, through policies, programs and education. It is up to each one of us to live with a sense of awareness and use reasonable judgement when living, working or visiting MU.

University of Missouri Police Department  
901 Virginia Avenue  
Columbia MO, 65211  
(573) 882-7201



### University of Missouri Main Campus Patrol Jurisdiction



■ Columbia PD Jurisdiction    ■ University of Missouri PD Jurisdiction    ■ Veteran Affairs PD Jurisdiction

## **Working Relationship with Local, State, and Federal Law Enforcement Agencies**

The University Police maintains a cooperative relationship with the Missouri State Highway Patrol, Columbia Police Department, Boone County Sheriff's Department, Federal Bureau of Investigation (FBI), and other surrounding police agencies. This includes intraoperative radio capability, training programs, special events coordination, investigation of serious incidents and the shared 911 Center. The Columbia Police Department and Boone County Sheriff's Department have arrest authority on-campus as well, although they normally do not exercise this power within University controlled buildings and MU On-Campus Student Housing without notifying or seeking the assistance of the University of Missouri Police Department. Additionally, MUPD often calls on the Columbia City Police, Boone County Sheriff's Department and the Missouri State Highway Patrol for assistance with large-scale events on-campus. During these events Officers, Deputies and State Troopers from all agencies have full arrest powers.

The University of Missouri Police Department participates in Mutual Aid Agreements that authorizes police officers and supervisors of the participating agencies to request mutual aid for incidents based upon a reasonable belief that such aid will enhance the public's and/or officer safety and efficiency. Agencies participating in these Agreements include the Columbia Police Department, Boone County Sheriff's Department, and Veterans Administration Police. The mutual aid agreement does not apply to the investigation of most criminal cases, as MUPD provides the full range of police services. A MUPD officer is assigned to the Boone County Cyber Crimes Task Force. This officer serves as a forensic analyst investigating cyber-crimes and making arrests in those cases, on or off-campus. A MUPD Supervisor serves on the Mid-Missouri Bomb Squad as a Commander of the unit handling incidents both on or off-campus. Another MUPD Supervisor serves on the FBI Joint Terrorism Task Force. MUPD has one K9 (Brass) certified in explosive detection. When requested, Brass and his handler will assist local law enforcement with investigating suspicious packages. The Missouri State Statutes of 172.350 & 172.355 allows the department to provide assistance to, or request assistance from, the three additional University of Missouri affiliated police departments in Rolla MO, Kansas City MO and St. Louis MO. When assistance has been formally requested, the assisting officers have arrest authority.

## **Crimes Involving Student Organizations at Non-Campus Locations**

The University of Missouri has officially recognized student organizations that have non-campus housing facilities. These non-campus housing facilities, primarily fraternities and sororities fall under the jurisdiction of the University of Missouri Police Department. MUPD is the primary agency responsible for responding to emergency and non-emergency calls for service at these locations.

Recognized student organizations that may have functions at off campus locations that do not meet the Clery Act geography definition will fall under the jurisdiction of CPD. CPD may out of courtesy notify MU of any incidents occurring off campus.



The University of Missouri expects all recognized student organizations to abide by federal, state, and local laws, and University regulations. Except for the non-campus housing facilities mentioned above, the University will generally be limited to conduct which occurs on the University of Missouri premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action, including, but not limited to the imposition of sanctions under Sections [200.020](#) and [200.025](#) of the Collected Rules and Regulations as well as the Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy [600.020](#).

### **TIMELY WARNINGS – CRIME NOTIFICATIONS**

As an institution covered by the Clery Act, the University must send timely warnings - crime notifications on Clery Act crimes occurring in its Clery geography that are reported to MUPD, Campus Security Authorities or local police agencies, and considered by the University to represent a serious or continuing threat to students and employees. The Timely Warning – Crime Notification requirement applies to all Clery Act crimes and all require a case-by-case assessment as to whether the report presents a serious or continuing threat to the campus community.

Crime Notifications are typically issued for the following crime classifications: murder/non-negligent manslaughter, major incidents of arson, robbery, and sex offenses. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known to law enforcement. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other University community members and a Crime Notification would not be distributed. In cases involving sexual assault, they are often reported days, weeks, months or even years after the incident occurred, thus there is no ability to distribute a “timely” warning notice – crime notification to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by law enforcement.

MU Police Supervisors review reports on a daily basis for assessment of an on-going threat to the community. The MUPD Chief of Police as well as the Assistant Vice Chancellor for the Office of Institutional Equity and/or their designee are responsible for making the decision to issue a Crime Notification. A member of the MU News Bureau will draft and disseminate the Crime Notification. Crime Notifications are generally issued via blast email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated to receive the Crime Notification.

An institution is not required to provide a timely warning – crime notification with respect to crimes reported to a pastoral or professional counselor. All Crime Notifications will be provided to students and employees in a manner that is timely,

that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

### **Content of a Crime Notification**

The following information is typically included in a crime notification if available:

- i. A statement of the incident, including the nature and severity of the threat and the persons or locations that might be affected.
- ii. Any connection to a previous incident(s).
- iii. Physical description and/or composite drawing of the suspect.
- iv. Date and time warning was released.
- v. Appropriate safety tips.

When issuing a crime notification, some specific information may be withheld if there is a risk of compromising law enforcement efforts to investigate and/or solve the crime.

## **EMERGENCY RESPONSE AND EVACUATION PROCEDURES**

### **Emergency Management at MU**

The University of Missouri Police Department is responsible for the MU Emergency Management Plan (EMP). The EMP is an all-hazards disaster response and emergency management plan that complies with FEMA guidelines for Higher Education. The Emergency Management Plan provides the framework to structure the response and resources of MU academic and administrative community to any emergency affecting the University of Missouri. The University of Missouri Police Department activates the EMP when an emergency affecting MU reaches proportions that cannot be handled by established measures. This emergency may be sudden and unforeseen, or there may be varying periods of warning. The University of Missouri intends the EMP to be sufficiently flexible to accommodate contingencies of all types, magnitudes, and durations.

Our priorities are:

- Life safety, infrastructure integrity, and environmental protection during an emergency.
- Coordination with university departments to write, maintain, test, and exercise the EMP.
- Cooperation, Integration, and Mutual Aid with local, state and federal planning, response, and public safety agencies and their CEMPs.

A summary of the University's emergency response procedures is located at [MU Alert](#). Included at this website is detailed information regarding the University's emergency

notification policy, including how to enroll in the emergency notification system to ensure you receive emergency notices on University email and personal cell phones.

## **Emergency Notification - Drills, Exercises and Training**

The University of Missouri is committed to ensuring the campus community receives timely, accurate, and useful information in the event of a significant emergency or dangerous situation on campus or in the local area that poses an immediate threat to the health and safety of campus community members. MU tests the emergency notification system components once every term as well as during the state's March Tornado Drill. The University uses a tiered emergency notification system that uses Rave Mobile Alert, Alertus Beacons and desktop notification. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text.

The University conducts at least one test of its emergency response and evacuation procedures. The test may be announced or unannounced. These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. MUPD and Environmental Health and Safety develop an exercise scenario, schedules and coordinates the events with local, state, and federal response agencies as well as stakeholders.

In conjunction with at least one emergency management exercise each year, the University will notify the community of the information included in the University's publicly available information regarding emergency response and evacuation procedures. The University community will be notified of these procedures through the mass email system. All community members with a valid MU email will be designated to receive this notification. The University will also notify local news media of the emergency procedures. The University conducts after-action reviews of all emergency management exercises documenting a description of the exercise, the date, the time, and whether it was announced or unannounced.

In addition to the above procedures the City of Columbia conducts monthly tests of the tornado warning sirens. Several of these sirens are located on and adjacent to MU and can be heard in exterior areas of the campus as well as some interior locations. During these monthly siren tests, MU does not activate their emergency notification system.

## **Procedures Used to Notify the Campus Community**

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and employees MU will, without delay, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The University has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of emergency notification to all or a segment of the campus community. These methods of communication include the mass text notification system MU Alert, the University's e-mail system, Alertus beacons, desktop notification within a building and public address system on police vehicles. The University will issue periodic updates throughout the situation utilizing the same methods above. When the emergency situation is over, the University will issue an "All Clear" message. If the situation warrants, the University will establish a telephone call-in center to communicate with the University community during an emergency situation.

Messages may direct individuals to evacuate, shelter in place, stay away from an area or contain other information pertinent to the situation.

In the event of a weather emergency such as a tornado, The National Weather Service will provide guidance to the Boone County Emergency Management Office. Tornado warning sirens will be activated throughout the City of Columbia, including the University of Missouri Campus. When a tornado warning is issued within Boone County, the University of Missouri emergency notification system automatically activates sending communication throughout the Rave Mobile Alert, Alertus Beacons and desktop notification.

## **Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System**

Generally, The University of Missouri Police Department will be responsible for confirming the existence of a significant emergency or dangerous situation. In certain circumstances, other first responders such as Fire Personnel, Environmental Health & Safety, Public Health Officials or Campus Facilities/Maintenance Personnel will assist MUPD with confirming a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff exists on campus.

If a significant emergency or dangerous situation is confirmed, a MUPD Supervisor will notify MUPD Communications to immediately activate the emergency notification system.

If, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, the University may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the University will issue the emergency notification to the campus community.

### **Determining the Appropriate Segment or Segments of the Campus Community to Receive an Emergency Notification**

The MU Police and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the emergency notification with determining what segment or segments of the University community should receive the notification. If the emergency affects a significant portion of the entire campus, University officials will distribute the notification to the entire campus community. However, if appropriate to a specific incident, the MU Alertus system does have the capability to activate Alertus beacons and desktop notifications to campus community members in the immediate area of the dangerous situation (i.e. a specific building or adjacent buildings.) In this instance, University officials will continue to monitor the situation and may send subsequent notifications to a wider group of community members.

### **Determining the Contents of the Emergency Notification**

The University of Missouri Police leadership will determine the contents of the notification based on each situation. A wide range of template messages addressing a variety of emergency situations has been developed. The individual authorizing the alert will select the template message most appropriate to the ongoing situation. In situations where there are no pre-determined template messages in the system, the individual authorizing the alert will develop the most succinct message to convey the appropriate information to the community. The goal is to ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal and community safety.

### **Procedures for Disseminating Emergency Information to the Greater Community**

Parents, community members and others who do not have an account with the university can sign up for alerts in two ways.

To receive emergency text messages, text GetMUAlerts to number 67283. A message should be received confirming your number has been added to the system. To stop receiving messages, text STOP GetMUAlerts to number 67283.

In addition to text messages, the general public can sign up for email alerts through the Smart911 service. It is important to read carefully and choose the link below that applies to you to set up alerts from Smart911 properly.

If you already have a Smart911 account and receive alerts through your local community, you must [login with this link to set up alerts from the university.](#)

If you do not have a Smart911 account, you can register for alerts from the university by [setting up a new account with this link.](#)

### **Enrolling in the University's Emergency Notification System**

The University encourage members of the campus community to enroll in the [MU Alert System](#). University community members should regularly update their information at the same site.

## **SECURITY OF and ACCESS TO UNIVERSITY FACILITIES**



### **Academic and Administrative Buildings**

The University of Missouri Campus is part of the City of Columbia and, as such, is open to the public. The academic and administrative buildings are open to the public, at a minimum, during normal business hours. Most facilities have individual hours, and the hours may vary at different times of the year. Access to some of these buildings is also controlled by card access after normal business hours, and all of these buildings have varied levels of access. Academic and administrative buildings do not have a MUPD Officer assigned to them. However, MUPD officers patrol the academic and administrative buildings on a regular basis. For information about the access protocol for a specific building, see the building manager, a department head, or contact MUPD at 573-882-7201.

## **Residence Halls**

All University residence halls have a 24-hour security program that includes many security measures.

- Exterior residence hall doors, except those that lead past desks, are locked at all times. Students may enter locked doors of their hall using their ID card.
- The exterior doors that lead past desks lock electronically when the desk closes (typically 11:00 PM) and the hall is then closed to the public.
- Security devices are installed on ground floor windows and room doors have dead bolt locks and door viewers.

Residents can protect themselves and their property by responsible decisions. Unescorted persons should not be given access to residence halls after hours; residents can access their own halls after hours by "swiping" their student id card through the card reader. Doors should not be propped open at any time. The names and telephone numbers and locations of on-call student staff are posted inside and on main exterior entrances of the residence halls; each resident should locate this information in advance of an emergency. Wallet cards with on-call contact information are available from the residence hall information desk. Keeping every room door locked at all times will deter crime. Theft in a residence hall is often a result of an unsecured room or unattended belongings. Every security measure taken by the residence hall staff depends on the responsible actions of each resident for its effectiveness.

Residence Halls do not have a MUPD Officer assigned to them. MUPD officers regularly patrol the exterior and lobby area of Residence Halls.

Residential Life Staff enforce security measures in the halls and work with residents to achieve a community respectful of individual and group rights. Residential Life Staff, along with MUPD Officers also conduct periodic educational programs on prevention of various crimes, including sexual assault and acquaintance rape.

## **Maintenance of Campus Facilities**

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. MUPD regularly patrols throughout campus and reports malfunctioning lights or other unsafe physical conditions to Facilities Management for correction.

Representatives from MU Police and Missouri Students Association conduct a survey of University property at least once a year to evaluate and identify potential safety concerns on campus.

We encourage community members to promptly report any security concern, including concerns about locking mechanism, lighting, or landscaping to MUPD or Facilities Management at 573-882-3091.

## **MU's RESPONSE TO SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING**

The University of Missouri is committed to providing a safe and non-discriminatory learning and working environment, and in compliance with federal law has adopted policies and procedures to prevent and respond to incidents of sexual violence; including sexual assault, sexual misconduct, sexual exploitation, sexual harassment, domestic violence, dating violence and stalking. These guidelines apply to all students, faculty, staff, contractors and visitors. Conduct included under this policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the complainant or respondent.

MU does not tolerate sexual or gender violence and prohibits the crimes of sexual assault, dating violence, domestic violence and stalking as those terms are defined for purposes of the Clery Act. All forms of sexual violence, including the acts described and defined in this Report violate the University of Missouri policy on Sexual Discrimination, Sexual Harassment and Sexual Misconduct, as well as the Student Code of Conduct, federal and state laws. Violations of these policies are subject to disciplinary sanctions.

The University conducts ongoing awareness and training programs to prevent sexual assault, domestic violence, dating violence, and stalking. It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to be responsible for their own security and the security of others and to take reasonable and prudent actions to prevent or stop an act of prohibited conduct. The University will support and assist community members who take such actions.

## **DEFINITIONS OF COVERED OFFENSES**

### **As Defined by the Violence Against Women Act**

**Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, A sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.



- **Fondling:** The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

**Domestic Violence:** A felony or misdemeanor crimes of violence committed;

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition dating violence includes, but is not limited to, sexual abuse, physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the safety of others; or suffer substantial emotional distress. For the purposes of this definition;

- Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## **As Defined by Missouri State Statutes**

**These definitions are provided for educational and awareness purposes. They are not used for the purposes of reporting Clery Act statistics.**

### **Sexual Assault**

#### ***Rape:***

566.030. 1. A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

566.031. 1. A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

566.060. 1. A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

566.061. 1. A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent.

566.062. 1. A person commits the offense of statutory sodomy in the first degree if he or she has deviate sexual intercourse with another person who is less than fourteen years of age.

566.064. 1. A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age.

***Fondling:*** Missouri does not have a specific fondling statute. All incidents of this nature are defined by Missouri as sexual abuse, sexual misconduct or child molestation.

566.067. 1. A person commits the offense of child molestation in the first degree if he or she subjects another person who is less than fourteen years of age to sexual contact and the offense is an aggravated sexual offense.

566.068. 1. A person commits the offense of child molestation in the second degree if he or she:

- (1) Subjects a child who is less than twelve years of age to sexual contact; or
- (2) Being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact and the offense is an aggravated sexual offense.

566.069. 1. A person commits the offense of child molestation in the third degree if he or she subjects a child who is less than fourteen years of age to sexual contact.

566.071. 1. A person commits the offense of child molestation in the fourth degree if, being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact.

566.093. 1. A person commits the offense of sexual misconduct in the first degree if such person:

- (1) Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm;
- (2) Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or
- (3) Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person.

565.095. 1. A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm.

566.100. 1. A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

566.101. 1. A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

***Incest:***

568.020. A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her:

- (1) Ancestor or descendant by blood or adoption; or
- (2) Stepchild, while the marriage creating that relationship exists; or
- (3) Brother or sister of the whole or half-blood; or
- (4) Uncle, aunt, nephew or niece of the whole blood.

***Statutory Rape:***

566.032. 1. A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age.

566.034. 1. A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

***Domestic Violence:***

565.072. 1. A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.

565.073. 1. A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and he or she:

- (1) Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or
- (2) Recklessly causes serious physical injury to such domestic victim; or
- (3) Recklessly causes physical injury to such domestic victim by means of any deadly weapon.

565.074. 1. A person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim.

565.076. 1. A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002 and:

- (1) The person attempts to cause or recklessly causes physical injury, physical pain, or illness to such domestic victim;
- (2) With criminal negligence the person causes physical injury to such domestic victim by means of a deadly weapon or dangerous instrument;

- (3) The person purposely places such domestic victim in apprehension of immediate physical injury by any means;
- (4) The person recklessly engages in conduct which creates a substantial risk of death or serious physical injury to such domestic victim;
- (5) The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or
- (6) The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting his or her access to other persons, telecommunication devices or transportation for the purpose of isolation.

565.002. (6) "Domestic victim", a household or family member as the term "family" or "household member" is defined in section 455.010, including any child who is a member of the household or family;

455.010. "Family" or "household member", spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

### ***Dating Violence:***

Missouri does not have a specific dating violence statute or definition. Anyone in a dating relationship where violence occurs would be covered under the "domestic victim", "Family" or "household member" as defined in RSMO 565.002 and 455.010. All incidents involving a dating relationship where violence occurs will be counted for Clery reporting purposes as domestic violence.

### ***Stalking:***

The term "disturbs" shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.

The term "course of conduct" is a pattern of conduct composed of two or more acts, which may include communication by any means, over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of course of conduct. Such constitutionally protected activity includes picketing or other organized protests.

565.225. A person commits the offense of stalking in the first degree if he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and:

- (1) Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the

kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or

(2) At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or

(3) At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or

(4) At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or

(5) He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or

(6) At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.

565.227. 1. A person commits the offense of stalking in the second degree if he or she purposely, through his or her course of conduct, disturbs, or follows with the intent to disturb another person.

2. This section shall not apply to activities of federal, state, county, or municipal law enforcement officers conducting investigations of any violation of federal, state, county, or municipal law.

### **Consent – Defined by Missouri Revised Statutes Section 556.061 (14).**

"Consent": consent or lack of consent may be expressed or implied. Assent does not constitute consent if:

(a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or

(b) It is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or

(c) It is induced by force, duress or deception.

## **Consent – Defined by the University of Missouri**

Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent or withdrawal of consent may be communicated by words or non-verbal acts.

Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent.

This definition of consent is used during an alleged violation and investigation of sexual assault, sex discrimination, sexual harassment and sexual misconduct per MU Policy [600.020](#). For Clery Act reporting purposes, all sexual assaults that are reported to a CSA are included in the statistics submitted to the Department of Education regardless of the issue of consent.

## **REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING**

There are a number of options available to a victim when an incident of sexual assault, domestic violence, dating violence or stalking occurs. MU students, faculty, staff and visitors are encouraged to accurately and promptly report all crimes, to the University of Missouri Police Department. To report a crime or an emergency on the MU Campus, call MUPD at 573-882-7201 or “911”. Police have legal authority to seek and execute search warrants, collect forensic evidence that may have been left at the scene or other relevant locations, and to make an arrest when supported by probable cause to believe a crime has been committed. Police are also able to assist MU community members in seeking emergency protective orders. Reports may also be made to the Office of Institutional Equity. The Office of Institutional Equity can be reached at 320 Jesse Hall and 145 Heinkel Building, Columbia, MO 65211, (573) 882-3880.

The MU Police or a local police agency can also be reached by calling “911” or one of the other numbers listed below. Individuals seeking medical attention at University Hospital or any of the other local hospitals can ask that police be called on their behalf.





Privacy of the parties is a top priority to the University. However, sometimes, limited information must be disclosed to fully investigate a report. The University will weigh the impacted party's request for confidentiality in determining whether or how to proceed with an investigation. In some instances, to protect the safety of the Mizzou community, an investigation may still go forward even if the impacted party refuses to participate with the investigation. The University will complete all publicly available record keeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information.

Victims of sexual assault, domestic violence, dating violence and stalking also have the option of declining all offers of assistance in notifying local authorities.

### **Specific Mandated Reporting Information**

In Missouri, if you have "reasonable cause to believe" a child is being abused or neglected you must report that suspicion to the state Department of Children's Services or to local law enforcement, and are required by law to report it immediately.

Mandated reporters are physicians, nurses, social workers, day care staff, teachers, ministers and law enforcement officials. Mandated reporters also include any other person with responsibility for the care of children. Reporting is required by state statute for abuse/neglect, when there is reasonable cause to suspect a child has been or is being abused/neglected, or if a child is observed as being subjected to such conditions or circumstances.

### **WRITTEN NOTICE OF RIGHTS AND OPTIONS**

When a student or employee reports they have been a victim of dating violence, domestic violence, sexual assault or stalking, whether the offense occurred on or off campus, they will be provided with a written explanation of the student or employee's rights and options. The Office of Institutional Equity will provide complainants written notification of their rights.

This document provides:

- The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- Information about how MU will protect the confidentiality of victims and other necessary parties;
- A statement that MU will provide written notification to students and employees about victim services within MU and in the community;
- A statement regarding MU's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- An explanation of the procedures for institutional disciplinary action

Written notification of existing resources available for victims within the institution are provided by the Office of Institutional Equity.

The RSVP (Relationship and Sexual Violence Prevention) Center and the MU Office of Institutional Equity are available to assist any student or employee free of charge and will help them consider their options and navigate through any resources or recourse they elect to pursue. A victim does not need to make a formal report to law enforcement to access these resources. Services available are counseling, health, mental health, victim advocacy, legal assistance, visa & immigration assistance, and student financial aid.



On Campus Resources	
CONFIDENTIAL	NON-CONFIDENTIAL

MU Health Care 573-882-4141	Office of Institutional Equity 573-882-3880
MU Student Health Center 573-882-7481	Gaines/Oldham Black Culture Center 573-882-2664
MU Counseling Center 573-882-6601	Multicultural Center 573-882-7152
Behavioral Health Services 573-882-7481	Women's Center 573-882-6621
Missouri Psychiatric Center 573-884-1300	LGBTQ Resource Center 573-884-7750

Employee Assistance Program 573-882-6701	Your mentor or advisor
Relationship and Sexual Violence Prevention (RSVP) Center 573-884-5780	Your Supervisor

### Off-Campus Resources

Local and national resource agencies also provide support and assistance to victims of sexual assault, domestic violence, dating violence and stalking. These resources are not subject to MU's reporting policies and do not identify individuals.

LOCAL RESOURCES	
True North Crisis Line	573-875-1370 Toll Free: 573-875-1370
The Shelter	573-875-1369, 800-548-2480
Domestic Violence Hotline	800-799-SAFE (7233)
Sexual Assault Support Group	573-875-1369
Women's Shelter Support Groups	573-875-1369

NATIONAL RESOURCES	
Rape and Incest National Network ( <a href="#">RAINN</a> ) Online Hotline	
National Sexual Assault Hotline	800-656-4673

POLICE AGENCIES		
<a href="#">MU Police Department</a> Chief Brian Weimer	901 Virginia Avenue Columbia MO 65211 573-882-7201	Email: <a href="mailto:mupolice@missouri.edu">mupolice@missouri.edu</a> <a href="#">Silent Witness</a> Subject to Universities reporting policy. Will report information to Title IX
<a href="#">Columbia Police Department</a> Interim Chief Matt Stephens	600 East Walnut Columbia MO 65201 573-864-7404	<a href="#">Online Crime Report</a> May report information to Title IX
<a href="#">Boone County Sheriff's Dept.</a> Sheriff Dwayne Carey	2121 County Drive Columbia MO 65202 573-875-111	<a href="#">Boone County Sheriff's Online Services</a> May report information to Title IX

## PROCEDURES VICTIMS SHOULD FOLLOW FOR DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

- Get to a safe place as soon as possible! If you are in immediate danger, call 911!
- Contact a close friend or relative, if available, who can provide support and accompany the victim to the medical exam and/or police department. Advocates from the Relationship and Sexual Violence Prevention (RSVP) Center or True North can be available to the victim to provide support. More resources for victims can be located at the [RSVP](#).
- Get medical attention as soon as possible – The University Hospital Emergency Department has specially trained [Sexual Assault Nurse Examiners \(SANE\)](#) who conduct exams. SANE nurses have special training helping survivors of violence. The exam occurs in a private room away from the emergency department. For more information, contact 573-882-8091. Having a forensic exam does not require you to file a police report. Having a forensic exam will help to preserve evidence in case a victim decides at a later time to file a police report. If you would like to file a police report at the time of the exam, assistance will be provided in contacting the appropriate jurisdiction where the sexual assault occurred. You may also report the incident to the MU Office of Institutional Equity. If you are considering a forensic exam, we ask that you:
  - Do not urinate if possible. If there is concern about a drug-facilitated sexual assault, the first available urine will be collected at the clinic or emergency room.
  - Do not eat or drink.
  - Do not bathe or brush your teeth.
  - Do not smoke.
  - Bring clothes worn at the time of assault and immediately after assault, especially undergarments. Do not wash the clothes and store them in a paper bag (plastic bags prevent circulation and can destroy evidence).
  - Bring a change of clothing.
  - Bring a support person.
- Contact the police – Sexual assault is a crime; it is vital to report it. It is important to remember reporting a crime is not the same as prosecuting the crime. The decision to prosecute may be made at another time. Final decision to prosecute is determined by the Prosecuting Attorney. The MU Police are located at 901 Virginia Avenue, Columbia MO 65211, 573-882-7201. Email: [mupolice@missouri.edu](mailto:mupolice@missouri.edu).
- Reports can be made to the Office of Institutional Equity through their [online reporting](#) or in person at 320 Jesse Hall or 145 Heinkel Building, Columbia MO, 65211, 573-882-3880. Email: [equity@missouri.edu](mailto:equity@missouri.edu).

- Consider talking to a counselor – Seeing a counselor may be important in helping the victim understand his/her feelings and begin the process of recovery. You may contact MU Counseling Center, Behavioral Health at Student Health, RSVP Center, and True North for counselling assistance.
- Evidence of stalking including any communications, such as written notes, voice mail, social media postings, or other electronic communications should be saved and not altered in any way.
- Preserving evidence is important as it may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.

### **Rights of the Parties in the Title IX Process**

1. To be treated with respect by University officials.
2. To be free from retaliation.
3. To have access to University support resources (such as counseling and mental health services and University health services).
4. To request a no-contact directive between the Parties.
5. To have a Support Person of the Party's choice accompany the party to all interviews and meetings (excluding hearings) throughout the Title IX Process.
6. To refuse to have an allegation resolved through the Informal Resolution Processes.
7. To receive prior to a hearing or other time of determination regarding responsibility, an investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and written response.
8. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
9. To have Formal Complaints heard in substantial accordance with these procedures.
10. To receive written notice of any delay of this process or limited extension of time frames for good cause which may include considerations such as the absence of a Party, a Party's Advisor or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.
11. To be informed of the finding, rationale, sanctions and remedial actions.
12. To report the matter to law enforcement (if applicable) and to have assistance in making that report.
13. To have an opportunity to appeal the dismissal of all or a portion of a Formal Complaint, and appeal the determination of a Hearing Panel or other decision-maker.
14. Additional Rights for Students as a Party:
  - To request reasonable housing, living and other accommodations and remedies consistent with Section 600.030.H.
  - To receive amnesty for minor student misconduct that is ancillary to the incident, at the discretion of the Title IX Coordinator.

15. Additional Rights for Hearing Panel Resolution:

- To receive notice of a hearing.
- To have the names of witnesses who may participate in the hearing and copies of all documentary evidence gathered in the course of the investigation and any investigative report prior to the hearing.
- To be present at the hearing, which right may be waived by either written notification to the Hearing Officer or by failure to appear.
- To have present an Advisor during the hearing and to consult with such Advisor during the hearing, and have the Advisor conduct cross-examination and other questioning on behalf of the Party at the hearing.
- To have an Advisor of the University's selection appointed for a Party where the Party does not have an Advisor of their own choice at a hearing.
- To testify at the hearing or refuse to testify at the hearing; however, if a Party or witness fails to submit to cross-examination at the hearing, the Hearing Panel shall not rely on any statement of that Party or witness in reaching a determination regarding responsibility. The Hearing Panel shall not draw any inference about the determination regarding responsibility based solely on a Party's or witness's failure to submit to cross-examination.
- To have an equal opportunity to present and question witnesses, including fact and expert witnesses, and present relevant evidence.
- To request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other.

16. Additional Rights for Academic Medical Center Process:

- To receive notice of the meeting with the decision-maker.
- To submit written, relevant questions that a Party wants asked of any Party or witness and to be provided with the answers to such questions.
- To be allowed additional, limited follow-up questions.

**Rights of the Parties in the Equity Resolution Process**

1. To be treated with respect by University officials.
2. To be free from retaliation.
3. To have access to University support resources (such as counseling and mental health services and University health services).
4. To request a no contact directive between the Parties.
5. To have an Equity Support Person of the Party's choice accompany the Party to all interviews, meetings, and proceedings throughout the Equity Resolution Process.
6. To refuse to have an allegation resolved through Conflict or Administrative Resolution Processes.
7. To receive prior to a hearing or other time of determination regarding responsibility, an investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and written response.

8. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
9. To have Complaints heard in substantial accordance with these procedures.
10. To receive written notice of any delay of the process or limited extension of time frames.
11. To be informed of the finding, rationale, sanctions and remedial actions.
12. To report the matter to law enforcement (if applicable) and to have assistance in making that report.
13. To have an opportunity to appeal a summary determination ending the process, and appeal the determination of a hearing panel or decision-maker.
14. When the Complainant is not the reporting Party, the Complainant has full rights to participate in any Equity Resolution Process.
15. Additional Rights for Students as a Party:
  - To request reasonable housing, living and other accommodations and remedies consistent with Section 600.040.H.
  - To receive amnesty for minor student misconduct that is ancillary to the incident, at the discretion of the Equity Officer.
16. Additional Rights for Hearing Panel Resolution:
  - To receive notice of a hearing.
  - To have the names of witnesses that may participate in the hearing and copies of all documentary evidence gathered in the course of the investigation and any investigative report prior to the hearing.
  - To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
  - To have present an Equity Support Person during the hearing and to consult with such Equity Support Person during the hearing.
  - To request to have an Equity Support Person of the University's selection appointed for a Student Party where the Student Party does not have an Equity Support Person of their own choice at a hearing.
  - To testify at the hearing or refuse to testify at the hearing.
  - To have an equal opportunity to present witnesses and documents deemed relevant by the Hearing Panel Chair, and to question witnesses present and testifying at the hearing.
  - To request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other.

**For Alleged Conduct Occurring Prior to August 14, 2020**  
**Rights of the Complainant**

- To be treated with respect by university officials.
- To be free from retaliation.
- To have access to campus support resources (such as counseling and mental health services and university health services).
- To have an Adviser of the Complainant's choice accompany the Complainant to all interviews, meetings and proceedings throughout the Equity Resolution Process.

- To refuse to have an allegation resolved through Informal Resolution Process (students), Conflict Resolution (staff and faculty) or Administrative Resolution Processes (faculty).
- To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
- To have Complaints heard in substantial accordance with these procedures.
- When the Complainant is not the reporting party, the Complainant has full rights to participate in any Equity Resolution Process.
- To be informed in writing of the finding, rationale and sanctions.
- To report the matter to law enforcement (if applicable) and to have assistance in making that report.
- To have an opportunity to appeal the findings and sanctions.
- Additional Rights for Hearing Panel Resolution (faculty):
  - To receive notice of a hearing.
  - To have the names of witnesses that may participate in the hearing at least two (2) business days prior to the hearing.
  - To have copies of all pertinent documentary evidence and any investigative report at least two (2) business days prior to the hearing.
  - To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
  - To request alternative attendance or questioning mechanisms for the hearing (e.g.: screens, Skype, questions directed through the Chair, etc.).
  - To have present an Adviser during the hearing and to consult with such Advisor during the hearing.
  - To testify at the hearing or refuse to testify at the hearing.
  - To present witnesses and documents deemed relevant by the Chair.
  - To question witnesses present and testifying at the hearing. See Section 600.040.M.6 below for limitations on directly questioning the Respondent.

### ***Rights of the Respondent***

- To be treated with respect by university officials.
- To have access to campus support resources (such as counseling and mental health services and university health services), unless suspended from campus pending the completion of the process.
- To have an adviser of their choice accompany them to all meetings and proceedings throughout the Equity Resolution Process.
- To refuse to have an allegation resolved through conflict resolution procedures, the informal resolution process, or administrative resolution processes.
- To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
- To receive notice of the policies alleged to have been violated.
- To have complaints heard in substantial accordance with these procedures.
- To be informed in writing of the finding, rationale and sanctions.
- To have an opportunity to appeal the findings and sanctions.
- Additional Rights for Hearing Panel Resolution:



- To receive notice of the hearing.
- To have the names of witnesses that may participate in the hearing at least two business days prior to the hearing.
- To have copies of all pertinent documentary evidence and any investigative report at least two business days prior to the hearing.
- To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
- To request alternative attendance or questioning mechanisms for the hearing (e.g.: screens, Skype, questions directed through the Chair, etc.)
- To have present an Adviser during the hearing and to consult with such Adviser during the hearing.
- To testify at the hearing or refuse to testify at the hearing.
- To present witnesses and documents deemed relevant by the Chair.
- To question witnesses present and testifying at the hearing.
- Additional Rights For Formal Resolution:
  - To have the names of witnesses that may participate in the hearing at least two days prior to the hearing.
  - To have copies of all pertinent documentary evidence and any investigative report at least two business days prior to the hearing.
  - To request alternative attendance or questioning mechanisms for the hearing (e.g.: screens, Skype, questions directed through the Chair, etc.)
  -

### **Victim's General Rights in Missouri**

The laws granting rights to crime victims are in the Missouri Constitution, Article 1, Section 32, and in the Missouri Revised Statutes, Chapter 595.

The rights discussed in the below brochure published by the MO Attorney General's Office apply to victims of dangerous felony crimes (which may include arson, assault, kidnapping, manslaughter, murder, rape, sodomy or an attempt to commit one of these crimes.) The full brochure is available on the [MO Attorney Generals Crime Victims](#) site.

## VICTIMS' GENERAL RIGHTS

Here are crime victims' general rights in Missouri:

- To be present at all criminal proceedings where the defendant has that right, even if the victim is called to testify or may be called to testify as a witness in the case.
- To confer with the prosecutor regarding bail hearings, guilty pleas, pleadings of insanity, hearings, sentencing and probation revocation hearings.
- To be present at any hearing in which the defendant is present before a probation and parole hearing officer and to full participation in all phases of parole hearings or probation revocation hearings.
- To be heard at juvenile probation revocation hearings, probation revocation and parole hearings initiated by the board of probation and parole, and release proceedings for persons found not guilty by reason of insanity. Victims may offer a written statement, video or audio tape in lieu of a personal appearance.
- To protection from harmful threats from a defendant, or persons acting on behalf of defendant, for activities arising out of cooperation with law enforcement officials, and the right to a secure waiting area during a court proceeding.
- To speedy disposition of cases and speedy appellate review, allowing for the defendant to prepare a defense.
- To fair employment rights (including the right of a victim, witness or member of a victim's family not to be discharged or disciplined by an employer for honoring a subpoena or for participating in the preparation of a criminal proceeding).
- To regain property from a prosecutor or law enforcement officer once it is no longer needed for evidence or retention during an appeal (within five working days upon request) unless it is contraband or subject to forfeiture proceedings.
- To creditor intercession services by the prosecuting attorney if the victim is unable, as a result of the crime, to temporarily meet financial obligations.

Crime Victims' Rights 

In addition to the above rights, In Boone County, you have the right to information concerning the escape of an accused from custody or confinement, the defendant's release and scheduling of the defendant's release from incarceration. Contact the Boone County Sheriff's Department at 573-875-1111 to request notification of when the defendant posts bond, is released or escapes custody, or register with [MOVANS](#).

## INTERIM ACCOMMODATIONS AND PROTECTIVE MEASURES

Whether or not a student or employee reports to law enforcement and/or pursues any formal action, if they report an incident of sexual assault, domestic violence, dating violence or stalking, MU is committed to providing them as safe a learning or working environment as possible. Upon request, MU will make any reasonably available change to a victim's academic, living, transportation, and or working situation.

The Office of Institutional Equity, or MU Equity Officer may provide interim accommodations including, but not limited to, one or more of the following:

- Referral and facilitating contact for the Complainant to on- or off-campus counseling, medical services and/or mental health services.
- Implementing contact limitations on the Respondent or on all Parties.
- Referral of Complainant to victim advocacy and support services either on and/or off-campus.

- Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and/or the Respondent, as appropriate.

If the Complainant is a student:

- Referral of the Complainant to academic support services and any other services that may be beneficial to the Complainant.
- Adjusting the courses, assignments, exam schedules of the Complainant and/or the Respondent.
- Altering the on-campus housing assignments, dining arrangements, or other campus services for either the Complainant and/or the Respondent.
- Providing transportation accommodations for the Complainant.
- Informing the Complainant of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.
- Suspending, on an interim basis, the Respondent from the University housing, classes, the University campus/facilities/events and/or all other University activities or privileges for which the student might otherwise be eligible, when the Equity Officer or Title IX Coordinator finds and believes from the available information that the presence of the Respondent on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student will be initiated within seven (7) business days.
- In all cases in which an interim suspension is imposed, the Respondent will be given the opportunity to meet with the Equity Officer or Title IX Coordinator prior to such suspension being imposed, or as soon thereafter as reasonably possible, to show cause why the suspension should not be implemented.
- At the discretion of the Equity Officer or Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an impact as possible on the Respondent.
- The Equity Officer or Title IX Coordinator has sole discretion to implement or stay an interim suspension and to determine its conditions and duration.
- Violation of an interim suspension under this policy will be grounds for expulsion.
- Suspending, on an interim basis, the Respondent Student Organization's operations, University recognition, access to and use of the University campus/facilities/events and/or all other University activities or privileges for which the Respondent Student Organization might otherwise be eligible, pending the completion of the Equity Resolution Process when the Equity Officer or Title IX Coordinator finds and believes from available information that the presence of the student organization on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student organization will be initiated within seven (7) business days.

If the complainant is a faculty or staff member:

- Adjusting the work schedules, work assignments, supervisory responsibilities, supervisor reporting responsibilities or work arrangements of the Complainant and/or the Accused.
- Implementing leave from work with pay (faculty or staff) or without pay (applies only to staff) for the Complainant and/or Accused.
- Implementing suspension from campus with (faculty or staff) or without pay (applies only to staff) for the Accused.

Students and employees may contact the below resources to request interim accommodations.

Office of Institutional Equity	320 Jesse Hall 573-882-3880
Relationship and Sexual Violence Prevention Center	G216 MU Student Center 573-882-6638
Office of Student Affairs	211 Jesse Hall 573-882-0157
Human Resources (Employees)	15 Jesse Hall Columbia MO, 65211 573-882-7976
MU Inclusion, Diversity & Equity Office	130 Jesse Hall 573-882-3394

## **ORDERS OF PROTECTION**

If a victim reports to law enforcement, including MUPD, the City of Columbia, or the Boone County Sheriff's Department they will assist them in obtaining a temporary or permanent restraining order from a criminal court. MUPD is committed to ensuring that any such order is fully upheld on all property owned or controlled by MU. The University of Missouri is also committed to protecting victims from any further harm and MU may issue an institutional no-contact order.

An order of protection can help to protect yourself or your children from someone who is abusing or harassing you. It can help set limits by requiring the abuser to stay away from you or your home. A protection order can send a strong message to the abuser letting them know that abusive behavior is not acceptable and it is illegal.

You can file an order of protection 24 hours a day against the person who is abusing you. The Boone County Circuit Clerk's Office provides orders of protection during business hours: Monday – Friday, 8am to 5pm. The Shelter offers emergency orders of

protection when the Clerk's office is closed. An advocate from The Shelter is available to assist you in filling out an order of protection.

- Boone County Circuit Clerk's Office  
705 East Walnut  
Columbia MO, 65201  
573-886-4024
  
- The Shelter      573-875-1369

The Boone County Sheriff's Department is responsible for serving all orders of protection throughout Boone County MO, including the University of Missouri.

## **VICTIM CONFIDENTIALITY**

The University of Missouri is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report involving sexual assault, domestic violence, dating violence or stalking. MU is also committed to providing assistance to help students and employees make informed choices. With respect to any report under this policy, MU will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate prohibited conduct, prevent its recurrence, and remedy its effects.

Reports made to MU Officials and identifying information about the victim will be shared with a limited circle of MU Employees who "need to know" in order to assist in the assessment, investigation, and resolution of the report. All Employees who are involved with MU's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA), as outlined in MU's FERPA policy. The privacy of an individual's medical and related records generally is protected by the Health Insurance Portability and Accountability Act (HIPPA).

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of who may engage in confidential communications under Missouri Law. Several offices and employees within MU fall under the guidelines of a "confidential employee." When information is shared with a confidential employee or community professional with the same legal protections, the confidential employee (and/or such community professional) cannot reveal the information to a third party except when an applicable law or a court order requires or permits disclosure of such

information. For example, information may be disclosed when (i) the individual gives written consent for its disclosure, (ii) there is a concern that the individual will likely cause serious physical harm to self or others; (iii) the information concerns conduct involving suspected abuse or neglect of a minor.

An Employees responsibility to report incidents of sex discrimination, sexual harassment, sexual misconduct, stalking on the basis of sex, dating/intimate partner violence or sexual exploitation falls under MU Policy 600.020. Under this policy every MU Employee is designated as a “Mandated Reporter.”

Pursuant to the Clery Act, MU includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals in an incident. The Clery Act also requires MU to issue timely warnings to the MU Community about certain crimes that have been reported and may continue to pose a serious or continuing threat to Student and Employees. Consistent with the Clery Act, MU withholds the names and other personally identifying information of Complainants when issuing timely warnings or emergency notification to the MU Community, and in the maintenance of the daily crime log. MU will also maintain as confidential any accommodation or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

## **PROGRAMS TO PREVENT SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING**

The University of Missouri encourages the campus community to be responsible for their own security and the security of others. MU offers programs to prevent sexual assault, domestic violence, dating violence, and stalking. These programs are comprehensive, intentional, and integrated programming, initiatives, strategies and campaigns intended to end sexual assault, domestic violence, dating violence and stalking. These programs;

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.
- Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

All incoming students and new employees are provided with programming and strategies intended to prevent rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking before it occurs through the changing of social norms and other approaches. These programs include (1) statements that MU prohibits such acts; (2) the definitions of related crimes; (3) the definition of consent; (4) options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is risk of prohibited conduct against another person; (5) information about risk reduction to recognize warning signs of abusive behavior; (6) information about the procedures that MU will follow after an incident of prohibited conduct has occurred. We offer ongoing prevention and awareness campaigns throughout the year.

The Office of Institutional Equity and the Relationship and Sexual Violence Prevention Center are primarily responsible for sexual assault education and awareness in collaboration with many offices at the University. Together, these offices offer a variety of programming focusing on sexual and gender violence.

### **Primary Prevention Programs**

These programming initiatives and strategies are informed by research or assessed for value effectiveness or outcome that are intended to stop sexual assault, domestic violence, dating violence and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention and seek to change behavior in social norms in healthy and safe directions.

### **Mizzou Bystander Intervention Initiative**

The University of Missouri is committed to creating a healthy and safe environment for all students. We are utilizing a new in-person training program, Mizzou Bystander Intervention Initiative, to promote community connectedness and civic engagement with the overall goal of empowering students to get involved in situations where they can prevent, reduce, or respond to harm. Mizzou Bystander Intervention Initiative works to address multiple, interconnected issues including alcohol and other drug use, issues of bias and discrimination, interpersonal violence, and mental well-being.

**MU's primary prevention and awareness program in 2022 for all incoming students is: U Got This! and U Got This 2!**



MU launched two new prevention and awareness programs, U Got This!, for undergraduate students, and U Got This 2!, for graduate and professional students, on June 1, 2021. MU is committed to creating a safe and inclusive learning environment for all students. U Got This! is an engaging conversation about bystander intervention, consent, healthy relationships, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. U Got This! establishes expectations for the MU Community, and is compliant with Title IX, the Clery Act, and CampusSaVE. Both programs are customized for MU to include our campus policies, definitions, and resources. All students who are new to MU, including online or distance students, and returning students who are entering a new graduate or professional program, are required to complete U Got This! or U Got This 2!

Prior to June 1, 2021, all MU students were required to complete "Not Anymore." Before being discontinued, this program also provided interactive, online education on community expectations, sexual assault, relationship violence, stalking, consent, and bystander intervention.

### **Ongoing Prevention and Awareness Programs**

Awareness programs are community wide or audience specific programming, initiatives and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety and reduce perpetration.

Ongoing prevention and awareness campaigns means programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout MU.



**The primary prevention and awareness programs for all new employees offered in 2022:**

Program	Date Held	Location	Topic	Number of Programs
New Employee Orientation	2022	General Services Building, Jesse Hall (and online)	Sexual Assault, Domestic Violence, Dating Violence, Stalking	Monthly <i>and</i> 3178 New Employee welcome emails sent from Office of Institutional Equity

**The ongoing prevention and awareness campaigns for students offered in 2022:**

Program	Date Held	Location	Topic	Number of Programs
Stalking Awareness Month	January	Campus Wide	Sexual Assault, Domestic Violence, Dating Violence, Stalking	
Student Athlete NCAA Title IX Compliance	January	Online	Sexual Assault, Domestic Violence, Dating Violence, Stalking	12
Presidents Council	January 28	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Intro. to Relationship Violence	February 4 and 23	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
How To Help a Friend	February 9	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Understanding Rape Culture	February 15	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Understanding Rape Culture	March 4 and 21	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
How To Help a Friend	March 9 and 15	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Bystander Intervention	March 15 and 20	Mumford Hall Middlebush Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Panel: Black Pre-Law Students Association	March 17	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Greek Organizations Bystander Intervention Consent Incapacitation	March – December	Greek Houses	Sexual Assault, Domestic Violence, Dating Violence, Stalking	7

Sexual Assault Awareness Month	April	Campus Wide	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Relationship Violence on Campus	April 6 and 25	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Understanding Rape Culture	April 13	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
RSVP Peer Educators	April 19 April 20	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Denim Day	April 27	Campus	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Graduate Professional Council	May 5	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Student Athlete NCAA Title IX Compliance	June 2-June 22	Online MATC Arena Stadium	Sexual Assault, Domestic Violence, Dating Violence, Stalking	4
Summer Welcome	June 8 – July 6	Busch Auditorium Conservation Aud.	Sexual Assault, Domestic Violence, Dating Violence, Stalking	14
ELPA Higher Ed Law Class	July 26	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Bystander Intervention	August 9 and 11	Ag. Building Allen Auditorium	Sexual Assault, Domestic Violence, Dating Violence, Stalking	5
March Mizzou Leadership	August 12	Sinquefield Music Center	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Welcome Week Leaders	August 15	Geology Building	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
How To Help a Friend	September 6	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
What is Stalking?	September 14	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Student Athlete NCAA Title IX Compliance	September 9-27	Zoom Arena MATC	Sexual Assault, Domestic Violence, Dating Violence, Stalking	12

MO Students Assoc. Legislative Cabinet	September 19	Memorial Union	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Bystander Intervention	September 21	Greek House	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Respiratory Therapy	September 23	Lewis Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
How To Help a Friend	October 4	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Take Back the Night	October 6	Campus	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
What is Stalking?	October 24	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Bystander Intervention	October 24	Greek House	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Bystander Intervention	November 11 and 30	School of Nursing Townsend Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Bystander Intervention	December 9	Vet School	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1

**The ongoing prevention and awareness campaigns for employees offered in 2022:**

Program	Date Held	Location	Topic	Number of Programs
Athletics – Orientation/Mandated Reporting	January 18	MATC/Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Staff Advisory OIE Overview	February 10	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
SOM/UMSL HR Bootcamp: Mandated Reporting	February 18	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Trauma Institute	April 12	RSVP Conference Memorial Union	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1

Mizzou Rec OIE Overview	April 25	MizzouRec	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Summer Welcome OIE Overview	May 6	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Kinder Scholars Mandated Reporting	May 9	Jesse Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Summer Camps and Conferences Mandated Reporting	May 18 May 25	Pershing Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	2
Summer Welcome Leaders – Mandated Reporting	May 27	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Summer RA Staff Mandated Reporting	May 31	Pershing Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Sports Administrators Title IX Training	June 24	Stalcup Arena	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Residential Life Hall Coordinators Mandated Reporting	July 14	Pershing Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
ROTC OIE Overview	August 4	Crowder Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
RA Staff Mandated Reporting	August 9	Memorial Union	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
English 1000 Instructors Mandated Reporting	August 12	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Mizzou Made Tutor/Mentor Mandated Reporting	August 23	Onofrio Arena	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Empathy and Mandated Reporting for RSVP Institute	September 6	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Mizzou Athletics All Staff – Mandated Reporting	September 12	Arena Columns Club	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Women’s Center Staff	September 12	Women’s Center	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1

J-School News Leaders Mandated Reporting	September 26	Neff Hall	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Sports Medicine Mandated Reporting	October 3	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Advancement Staff Mandated Reporting	October 12	Nursing	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
Union Ambassadors	November 14	Memorial Union	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1
English Grad Mandated Reporting	November 18	Zoom	Sexual Assault, Domestic Violence, Dating Violence, Stalking	1

### Equity in the Workplace -

The University of Missouri maintains an ongoing commitment to support and promote inclusion, respect, and diversity, ensuring members of the university community are educated and informed through training. Equity in the Workplace: Eliminating Discrimination and Harassment, is available anywhere, 24 hours a day, seven days a week and takes approximately 40 minutes to complete. All employees, including students working within the University of Missouri System, are required to successfully complete an online compliance training module. Upon completion of this training module, members of the MU community will be able to:

- Be able to recognize conduct that constitutes discrimination and harassment, including harassment in the workplace.
- Identify sexual harassment under Title IX.
- Understand differences between protected and prohibited speech.
- Recall who is protected against retaliation and tips to avoid retaliation.
- Understand the University's mandatory requirements for all forms of discrimination and harassment.
- Understand how to make a report of discrimination and harassment at the University.
- Locate and follow the process for resolving complaints.

## **DISCIPLINARY PROCEEDINGS**

The University of Missouri strictly prohibits all acts of sexual assault, domestic violence, dating violence, and stalking. In addition to facing criminal action, students, employees and other affiliates may also face disciplinary action by the University. Employees found responsible for having committed such a violation face discipline up to and including termination of employment, and students face disciplinary action up to, and including dismissal from the university. Other sanctions may include a period of suspension, No Contact Directives, or participation in workshops. The Office of Institutional Equity will handle incidents involving students and employees.

The University's disciplinary process for students and employees are designed to afford a fair, prompt, and impartial process from the initial investigation to the final result. The disciplinary process is completed within reasonably prompt timeframes designated by MU's policy, including a process that allows for the extension of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay.

The disciplinary process is conducted in a manner that:

- Is consistent with the institutions policies and transparent to the accuser and accused;
- Includes timely notice of meetings at which the accuser or accused, or both may be present; and
- Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and
- Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused. Officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

The individual accused of violating a University policy regarding sexual assault, dating and/or domestic violence or stalking is entitled to due process and will be given notice and a full opportunity to respond to allegations made against them. The individual can seek representation, may have the same opportunity as the student who reported being assaulted to have one non-participating advisor of their choice present during the proceedings, and is entitled to information about the University of Missouri's Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020 Policy (CRR 600.020).

Both the respondent and the complainant shall simultaneously be informed in writing of the outcome of the proceedings, the procedures for appealing the results, and of case progression through the conduct process. Disclosure of the outcome shall be made to both parties unconditionally, simultaneously, and each shall be free to share or not share the details with any third parties. Determination of responsibility is made using the preponderance of the evidence standard (meaning that it is more likely than not that the alleged misconduct occurred).

MU will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

## **OFFICE OF ACCOUNTABILITY AND SUPPORT**

The Office of Accountability and Support is responsible for upholding the Universities Standard of Conduct and promoting individual student growth and development. Every student at MU is expected to abide by all University of Missouri System Collected Rules and Regulations and to uphold the Standard of Conduct for the University.

The Office of Accountability and Support reviews all incidents reported to them. All procedures and hearings will follow guidelines outlined in the [Collected Rules and Regulations 200.020](#). The Office of Accountability and Support does not investigate incidents of sexual assault, domestic violence, dating violence or stalking.

The Office of Accountability and Support can be reached at G206 MU Student Center, Columbia MO 65211 (573) 882-5543.

The below equity policies and procedures apply to matters involving conduct alleged to have occurred **on or after August 14, 2020**. For alleged conduct that occurred before that date, prior versions of the university's policies and procedures remain in effect:

- Equal Employment/Educational Opportunity and Nondiscrimination Policy ([CRR 600.010](#))
- Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy ([CRR 600.020](#))
- Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against:
  - Student Respondent ([CRR 600.030](#))
  - Faculty Respondent ([CRR 600.040](#))
  - Staff Respondent ([CRR 600.050](#))
  - University, College, Division or Unit Respondent ([CRR 600.060](#))

## EXPLANATION OF DISCIPLINARY PROCEEDINGS FOR REPORTED INCIDENTS OF SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

### 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under Title IX - for matters involving conduct alleged to have occurred on or after August 14, 2020

Executive Order 41, 9-22-14; Amended 2-09-17 with effective date of 3-1-17; Revised 7-28-20 with effective date of 8-14-20; Amended 2-4-21.

1. **General.** The University will promptly and appropriately respond to any report of violation of the University's Title IX policies.
2. **Jurisdiction.** Jurisdiction of the University of Missouri under the Title IX policies shall be limited to sexual harassment which occurs in an education program or activity of the University of Missouri against a person in the United States. For purposes of this policy, "education program or activity" includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the conduct occurs, and includes any building owned or controlled by a student organization that is officially recognized by the University. This policy does not apply to sexual harassment which occurs outside of the United States, even when the conduct occurs in an education program or activity of the University. If a Complainant alleges or the investigation suggests that another University policy violation occurred in concert with an alleged violation of the University's Title IX policies, the University shall have the authority to investigate and take appropriate action regarding the alleged violations of other University policies pursuant to this process. In conducting such investigations, the Title IX Coordinator(s), and/or their Investigator may consult with and/or seek guidance from the Equity Officer, Student Conduct Coordinator, or other University officials as appropriate. If the allegations in a Formal Complaint that fall under this policy are dismissed, the University may discontinue the process under this policy and proceed under the applicable University procedure for all remaining allegations in the Formal Complaint.
3. **Definitions:**
  1. **Academic Medical Center.** University of Missouri Hospitals and Clinics, and other Academic Medical Centers as may be designated by the University in the future.
  2. **Academic Medical Center Resolution Process.** Resolution of a Formal Complaint by a decision-maker making a finding on each of the alleged policy violations and a finding on sanctions.
  3. **Administrative Resolution.** A voluntary informal resolution process where a decision-maker makes a finding on each of the alleged policy violations in a Formal Complaint and a finding on sanctions without a hearing.
  4. **Advisors.** The individuals selected by the Complainant and the Respondent, or if a Party does not have their own Advisor, selected by the University, to conduct all cross-examination and other questioning on behalf of a Party at a hearing; an Advisor may, but is not required to, be an attorney.
  5. **Alternate Methods of Notice:** Methods of providing Notice to a Party other than in person or by email to the Party's University email account; these include email to another email account specified by the Party, or a Party's designation of an address to which Notice may be mailed via U.S. Mail; a Party seeking to designate an Alternate Method of Notice must provide such designation in writing to the Title IX Coordinator.
  6. **Complainant.** "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
  7. **Emergency Removal Appeal Individual/Committee:** An individual or committee of three (3) individuals appointed by the Chancellor (or Designee) to hear appeals of an Emergency Removal decision by the Title IX Coordinator.



8. **Equity Resolution Appellate Officer.** For Staff, Student(s) or Student Organization Respondents, a trained, senior-level administrator appointed by the Chancellor (or Designee) to hear all appeals stemming from the Title IX Resolution Process. For Faculty Respondents, the Chancellor (or Designee).
9. **Equity Resolution Hearing Panel (“Hearing Panel”).** A group of two (2) trained Equity Resolution Hearing Panelist Pool members who, together with the Hearing Officer, serve as the Hearing Panel for a specific Formal Complaint. A good faith attempt will be made for the Hearing Panel to include at least one faculty member and one administrator or staff member. The Hearing Officer shall serve as the Chair of the Hearing Panel.
10. **Equity Resolution Hearing Panelists Pool (“Hearing Panelist Pool”).** A group of at least five (5) faculty and five (5) administrators and/or staff selected by the Chancellor (or Designee) to serve as hearing panel members in the Hearing Panel Resolution process. The faculty hearing panel members selected by the Chancellor (or Designee) shall be selected from a list of no less than ten (10) faculty members proposed by the faculty council/senate. Selection of hearing panel pool members shall be made with an attempt to recognize the diversity of the University community. Hearing Panel members from one University may be asked to serve on a hearing panel involving another University.
11. **Formal Complaint.** Formal Complaint means a written document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the University investigate the allegation of sexual harassment. The phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or an online portal provided for this purpose by the University) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint.
12. **Hearing Officer.** A trained individual appointed by the Chancellor (or Designee) to preside over a hearing and act as a member of the Hearing Panel, and to rule on objections and the relevancy of questions and evidence during the hearing.
13. **Hearing Panel Decision.** Resolution of a Formal Complaint by an Equity Resolution Hearing Panel recommending or making a finding on each of the alleged policy violations and sanctions, if applicable.
14. **Hearing Panelist Pool Chair (“Pool Chair”).** The Hearing Panelist Pool Chair is selected by the Chancellor (or Designee). The Pool Chair randomly selects and coordinates the hearing panel members to serve on the Hearing Panel for a specific Formal Complaint. The Pool Chair may serve as a panel member for a specific Formal Complaint.
15. **Informal Resolution.** A voluntary resolution process using alternative dispute resolution mechanisms such as mediation, facilitated dialogue, administrative resolution, or restorative justice.
16. **Investigators.** Investigators are trained individuals appointed by the Title IX Coordinator (or designee) to conduct investigations of the alleged violations of the University’s Title IX Policies.
17. **Parties.** The Complainant and the Respondent are collectively referred to as the Parties.
18. **Record of the Case.** The Record of the Case in the Section 600.030 Process includes, when applicable: All Notices to the Parties; investigative report; recordings of Party and witness interviews; exhibits used at a hearing or at the Academic Medical Center (AMC) Meeting; recordings of meetings between the AMC decision-maker and Parties and witnesses, if any; the hearing record (an audio or audiovisual record of the hearing); any determination of dismissal of all or part of a Formal Complaint; the determination on each of the alleged policy violations and sanctions by either the Hearing Panel or decision-maker; and the decision on the appeal, if any, including the request for appeal, any additional evidence submitted for the appeal, and written arguments of the Parties.
19. **Report.** Any verbal or written communication or notice of an alleged violation of the University’s Title IX Policies.
20. **Respondent.** Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
21. **Rules of Decorum.** Hearing process rules to which Parties and their Advisors must adhere during any Hearing under this policy.

22. **Student.** A person having once been admitted to the University who has not completed a course of study and who intends to or does continue a course of study in or through one of the Universities of the University System. For the purpose of these rules, student status continues whether or not the University's academic programs are in session.
  23. **Student Organization.** A recognized student organization which has received Official Approval in accordance with Section 250.010 of the Collected Rules and Regulations. Three members of the organization may represent the student organization as the Party.
  24. **Support Person.** An individual selected by a Party to accompany the Party to all meetings and interviews to provide support for the Party throughout the Title IX Process. A Support Person may not attend a hearing under the Title IX process unless also serving as a Party's Advisor.
  25. **Title IX Coordinator.** The Title IX Coordinator is a trained administrator designated by the Chancellor (or Designee) to respond to reports of sexual harassment; and to receive and assist with the Title IX process for Formal Complaints alleging violation of the University's Sexual Harassment in Employment/Education Policy. All references to "Title IX Coordinator" throughout this policy refer to the Title IX Coordinator or the Title IX Coordinator's designee.
  26. **University's Title IX Policies.** The University's Title IX Policies include this Policy and the Sexual Harassment in Employment/Education Policy located at Section 600.020 of the Collected Rules and Regulations (CRR).
4. **Making a Report.** Any person (whether or not the person reporting is the Complainant) may report sexual harassment to the Title IX Coordinator. Such Reports may be made in person, or at any time (including during non-business hours) by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, by an online portal set up by the University for this purpose, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Individuals may also contact University police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.
  5. **Preliminary Contact.** Upon receiving a Report, the Title IX Coordinator shall promptly contact the Complainant to discuss the availability of Supportive Measures as defined herein, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint. If the identity of the Complainant is unknown, the Title IX Coordinator may conduct a limited investigation sufficient to identify the Complainant to the extent possible.
  6. **Filing of a Formal Complaint.** A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information set forth in CRR 600.020, or through an online portal provided for this purpose by the University. At the time of filing a Formal Complaint, the Complainant must be participating in or attempting to participate in an education program or activity of the University.  
The Title IX Coordinator may sign a Formal Complaint when they believe that with or without the Complainant's desire to participate in this process, a non-deliberately indifferent response to the allegations requires an investigation. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a Party under this policy.  
If the Respondent files a Formal Complaint against the Complainant within ten (10) business days of the date of the Notice of Allegations where the allegations of sexual harassment in both Formal Complaints arise out of the same facts or circumstances, the University will consolidate the Formal Complaints for purposes of investigation and resolution in accordance with this policy. The University may consolidate Formal Complaints as to allegations of sexual harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against the other Party where the allegations of sexual harassment arise out of the same facts or circumstances. If the Respondent files a Formal Complaint against the Complainant more than ten (10) business days after the date of the Notice of Allegations where the allegations of sexual harassment in both Formal Complaints arise out of the same facts or

circumstances, the University may consolidate the Formal Complaints for purposes of investigation and resolution in accordance with this policy. Where this process involves more than one Complainant or more than one Respondent, each Complainant and each Respondent shall be entitled and subject to all of the rights and obligations set forth herein.

**7. Notice of Allegations:**

1. Upon receipt of a Formal Complaint, the Title IX Coordinator will provide a written notice to the known Parties that includes the following:
  1. A description of the University's Title IX Process, including Informal Resolution;
  2. Notice of the allegations of sexual harassment, including sufficient details known at the time. Sufficient details include the identities of the Parties involved in the incident, if known; the conduct allegedly constituting the sexual harassment; and the date and location of the alleged incident.
  3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Title IX process.
  4. A statement reminding the Respondent that they have the right to file a report or Formal Complaint with the Title IX Coordinator; however, both Parties are advised that retaliation against any Party is prohibited.
  5. A statement notifying the Parties of the availability of Supportive Measures.
  6. A statement notifying the Parties of their right to have an Advisor of their choice, who may be, but is not required to be, an attorney. The Parties will be advised that if they do not have an Advisor to conduct cross-examination at a hearing on their behalf, the University will appoint such an Advisor; this Advisor may be, but is not required to be, an attorney. (This provision does not apply to matters proceeding under the process for Academic Medical Centers set forth in Section R).
  7. A statement notifying the Parties that they may have a Support Person selected by a Party accompany the Party to all meetings and interviews to provide support for the Party throughout the Title IX Process. A Support Person may not attend a hearing under the Title IX process unless also serving as a Party's Advisor.
  8. A statement notifying the Parties that they will be permitted to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility, and including inculpatory and exculpatory evidence whether obtained from a Party or other source.
  9. A statement notifying the Parties that they must be truthful when making any statement or providing any information or evidence to the University throughout the Title IX process, and all documentary evidence must be genuine and accurate. False statements and fraudulent evidence by an employee may be the basis for personnel action pursuant to CRR 370.010 or HR 601, or other applicable University policies, or for disciplinary action pursuant to CRR 200.010 for students.
  10. A statement that nothing in the Title IX process is intended to supersede nor expand any rights the individual may have under applicable state or federal statutory laws or the U.S. Constitution.
  11. A statement informing a Party that all notices hereafter will be sent via their University-issued email account, unless they provide to the Title IX Coordinator an alternate method of notification. If a Party does not have a University-issued email account, all notices will be via U.S. Mail unless they provide the Title IX Coordinator with a preferred method of notification.
2. The Notice of Allegations will be made in writing to the Parties by email to the Party's University-issued email account, with a read-receipt or reply email requested. If a read-receipt or reply email is not returned within three (3) business days or the Party does not have a University-issued email account, the Notice of Allegations shall be sent via U.S.

Mail postage pre-paid to the last known address of the Party. Notice also may be provided in person to either Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual, or 3) when mailed.

**8. Supportive Measures, Emergency Removal, Interim Suspension of Student Organization, and Administrative Leave**

1. **Supportive Measures.** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. These measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter sexual harassment. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures. The Title IX Coordinator is responsible for the effective implementation of Supportive Measures. Supportive Measures may include:

1. Referral and facilitating contact for the Complainant or Respondent for counseling or other support services.
2. Mutual restrictions on contact between the Parties.
3. Providing campus escort services to the Parties.
4. Increased security and monitoring of certain areas of the campus.
5. Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and/or the Respondent, as appropriate.
6. If either Party is a student:

(1) Referral of that Party to academic support services and any other services that may be beneficial to the Party.

(2) Adjusting the courses, assignments, and/or exam schedules of the Party.

(3) Altering the on-campus housing assignments, dining arrangements, or other campus services for the Party.

7. Providing limited transportation accommodations for the Parties.
8. Informing the Parties of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.

2. **Emergency Removal.** The Title IX Coordinator may implement a removal of a Respondent from the University's education program or activity on an emergency basis, if the Title IX Coordinator, after conducting an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment, justifies removal.

1. In all cases in which an Emergency Removal is imposed, the Respondent will immediately be given notice and an opportunity to challenge the decision of the Title IX Coordinator either prior to such Removal being imposed, or as soon thereafter as reasonably possible but no later than five (5) business days following the Removal. Any challenge by Respondent shall be made in writing and directed to the Title IX Coordinator and must show cause why the Removal should not be implemented. The Title IX Coordinator will forward the challenge to the Emergency Removal Appeal Individual/Committee, which will make a final decision on Removal within three (3) business days.
2. Violation of an Emergency Removal under this policy may be grounds for discipline under applicable University conduct policy.

3. **Interim Suspension of Student Organization.** The Title IX Coordinator may suspend, on an interim basis, a Respondent Student Organization's operations, University recognition, access to and use of the University campus/facilities/events and/or all other University activities or privileges for which the Respondent Student Organization might otherwise be eligible, pending the completion of the Title IX Process when the Title IX Coordinator finds and believes from available information that the presence of the student organization on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student organization will be initiated within seven (7) business days.
4. **Administrative Leave.** The Title IX Coordinator may implement an administrative leave for an employee in accordance with University Human Resources Policies. Administrative leave for an employee is not an Emergency Removal under this policy.
9. **Employees and Students Participating in the Title IX Process.** All University employees and students must be truthful when making any statement or providing any information or evidence to the University throughout the process, including but not limited to the Investigator, Title IX Coordinator, the Hearing Panel and/or the Equity Resolution Appellate Officer, and all documentary evidence must be genuine and accurate. False statements or fraudulent evidence provided in this process, including but not limited to the Investigator, Title IX Coordinator, Hearing Panel and/or the Equity Resolution Appellate Officer, by an employee may be the basis for personnel action pursuant to CRR 370.010 or HR 601, or other applicable University policies, or if by a student may be the basis for disciplinary action pursuant to the provisions of CRR 200.010. However, this obligation does not supersede nor expand any rights the individual may have under applicable state or federal statutory law or the U.S. Constitution. Nothing in this provision is intended to require a Party or witness to participate in the process. The fact that a determination has been made that a Respondent has or has not violated any policy is not sufficient grounds, by itself, to declare that a false statement or fraudulent evidence has been provided by a Party or witness.  
No employee or student, directly or through others, should take any action which may interfere with the investigation. Employees and students are prohibited from attempting to or actually intimidating or harassing any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

**10. Rights of the Parties in the Title IX Process**

1. To be treated with respect by University officials.
2. To be free from retaliation.
3. To have access to University support resources (such as counseling and mental health services and University health services).
4. To request a no contact directive between the Parties.
5. To have a Support Person of the Party's choice accompany the party to all interviews and meetings (excluding hearings) throughout the Title IX Process.
6. To refuse to have an allegation resolved through the Informal Resolution Processes.
7. To receive prior to a hearing or other time of determination regarding responsibility, an investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and written response.
8. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
9. To have Formal Complaints heard in substantial accordance with these procedures.
10. To receive written notice of any delay of this process or limited extension of time frames for good cause which may include considerations such as the absence of a Party, a Party's Advisor or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.
11. To be informed of the finding, rationale, sanctions and remedial actions.
12. To report the matter to law enforcement (if applicable) and to have assistance in making that report.

13. To have an opportunity to appeal the dismissal of all or a portion of a Formal Complaint, and appeal the determination of a Hearing Panel or other decision-maker.
14. Additional Rights for Students as a Party:
  1. To request reasonable housing, living and other accommodations and remedies consistent with Section 600.030.H.
  2. To receive amnesty for minor student misconduct that is ancillary to the incident, at the discretion of the Title IX Coordinator.
15. Additional Rights for Hearing Panel Resolution:
  1. To receive notice of a hearing.
  2. To have the names of witnesses who may participate in the hearing and copies of all documentary evidence gathered in the course of the investigation and any investigative report prior to the hearing.
  3. To be present at the hearing, which right may be waived by either written notification to the Hearing Officer or by failure to appear.
  4. To have present an Advisor during the hearing and to consult with such Advisor during the hearing, and have the Advisor conduct cross-examination and other questioning on behalf of the Party at the hearing.
  5. To have an Advisor of the University's selection appointed for a Party where the Party does not have an Advisor of their own choice at a hearing.
  6. To testify at the hearing or refuse to testify at the hearing; however, if a Party or witness fails to submit to cross-examination at the hearing, the Hearing Panel shall not rely on any statement of that Party or witness in reaching a determination regarding responsibility. The Hearing Panel shall not draw any inference about the determination regarding responsibility based solely on a Party's or witness's failure to submit to cross-examination.
  7. To have an equal opportunity to present and question witnesses, including fact and expert witnesses, and present relevant evidence.
  8. To request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other.
16. Additional Rights for Academic Medical Center Process:
  1. To receive notice of the meeting with the decision-maker.
  2. To submit written, relevant questions that a Party wants asked of any Party or witness and to be provided with the answers to such questions.
  3. To be allowed additional, limited follow-up questions.

#### 11. Role of Support Persons and Advisors.

1. **Support Persons.** Each Complainant and Respondent is allowed to have one Support Person of their choice present with them for all Title IX Process interviews and meetings. The Parties may select whomever they wish to serve as their Support Person, including an attorney or parent. The Support Person may also act as the Party's Advisor. If requested by a student Party, the Title IX Coordinator may assign a Trained Support Person to explain the Title IX process and attend interviews and meetings with a Party. University Trained Support Person(s) are administrators, faculty, or staff at the University trained on the Title IX Process. A Trained Support Person cannot be called upon as a witness by a Party in a hearing to testify about matters learned while that individual was acting in their capacity as a Trained Support Person.
2. **Advisors.** Each Party may have an Advisor of their choice present at the hearing to conduct cross-examination and other questioning for that Party. A Party may not directly question any other Party or any witness; all cross-examination and other questioning on behalf of a Party must be conducted by their Advisor. The Advisor may be, but is not required to be, an attorney. If a Party does not have an Advisor of their choice present at the hearing, the University will provide, without fee or charge to that Party, an Advisor of the University's choice to conduct cross-examination and other questioning on behalf of

that Party. The Parties may not require that the assigned Advisor have specific qualifications such as being an attorney.

At the hearing, a Party's Advisor may ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. An Advisor may conduct cross-examination and other questioning for a Party, and object to questions on limited grounds as specified in the Rules of Decorum. The Advisor may not make a presentation or otherwise represent the Complainant or the Respondent during the hearing. The Advisor may consult with the Party quietly or in writing, or outside the hearing during breaks, but may not speak on behalf of the Party, other than to conduct cross-examination or other questioning for the Party. Advisors who do not follow the Rules of Decorum will be warned or dismissed from the hearing at the discretion of the Hearing Officer.

12. **Investigation.** If a Formal Complaint is filed, then the Title IX Coordinator will promptly appoint a trained Investigator or a team of trained Investigators to investigate.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.

For purposes of the Investigation, the University cannot access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party, unless the University obtains that Party's voluntary, written consent to do so for use in the Title IX process.

The Parties are not prohibited from discussing the allegations under investigation or from gathering and presenting relevant evidence. The Parties may present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence; all such evidence must be relevant.

A Party whose participation is expected or invited at a hearing, interview or other meeting, shall receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.

The Parties may be accompanied to any related meeting or interview by a Support Person of their choice, who may be, but is not required to be, an attorney; however, the Support Person may only participate in the proceedings as set forth in this policy.

The Parties shall be permitted to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching any determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a Party or other source and copies of recordings of all interviews conducted during the investigation, in sufficient time for the Parties to meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the University will make available to each Party and the Party's Advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the Parties will have ten (10) business days to submit a written response to the Investigator, which the Investigator will consider prior to completion of the investigative report.

The final investigative report will fairly summarize the relevant evidence, and prior to a hearing or other time of determination regarding responsibility, the investigator will send to each Party and the Party's Advisor, if any, the final investigative report in an electronic format or a hard copy, for their review and written response. If a written response is received from either Party, that response will be shared with the other Party and their Advisor, if any.

All investigations will be thorough, reliable and impartial. All interviews shall be recorded. In the event that recording is not possible due to technological issues, the investigator shall take thorough notes and such notes shall be provided to the Parties in lieu of recordings. The investigator shall document the reason the recording was not possible and such documentation shall become part of the Record of the Case.

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the filing of the Formal Complaint. Investigation of a Formal Complaint may take longer based on the nature and circumstances of the Formal Complaint.

13. **Impact of Optional Report to Law Enforcement.** A delay may also occur when criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law enforcement agency. However, University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that such charges have been dismissed or reduced.

The Title IX Coordinator will not wait for the conclusion of a criminal investigation or criminal proceeding to begin the Title IX process. However, a Title IX investigation and resolution process may be temporarily delayed for good cause, which can include concurrent law enforcement activity. In such instances, written notice of the delay or extension with reasons for the action will be sent to each Party.

If delayed, the Title IX Coordinator will promptly resume the Title IX investigation as soon as notified by the law enforcement agency that it has completed the evidence-gathering process. The Title IX Coordinator will implement appropriate supportive measures during the law enforcement agency's investigation period to provide for the safety of all Parties, the University community and the avoidance of retaliation or sexual harassment.

14. **Dismissal of a Formal Complaint.** During or upon the completion of the investigation, the Title IX Coordinator will review the Formal Complaint and the investigative report, if available, to determine if the Formal Complaint is subject to dismissal. A Formal Complaint shall be dismissed: (1) if the conduct alleged in the Formal Complaint would not constitute sexual harassment, as defined in CRR 600.020 even if proved; (2) the conduct alleged in the Formal Complaint did not occur in the University's education program or activity, or (3) the conduct alleged in the Formal Complaint did not occur against a person in the United States. A dismissal under this provision does not preclude action under other applicable University processes.

A Formal Complaint or any allegations therein, may be dismissed at any time during the investigation or hearing if (1) the Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; (2) the Respondent is no longer enrolled or employed by the University; or (3) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or the allegations therein.

Upon a dismissal required or permitted under this provision, the University will promptly send written notice of the dismissal and reason(s) therefor simultaneously to the Parties. Either Party may appeal a dismissal as set forth in Section U herein.

If the Title IX Coordinator determines there is a sufficient basis to proceed with the Formal Complaint, then the Title IX Coordinator will direct the process to continue. The Formal Complaint will then be resolved through Informal Resolution or Hearing Panel Resolution, or the Academic Medical Center (AMC) Process, if applicable.

15. **Informal Resolution.** Upon the filing of a Formal Complaint, the Parties may choose to engage in Informal Resolution. The decision of the Parties to engage in Informal Resolution must be voluntary, informed, and in writing. The Parties are not required to engage in Informal Resolution as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right. The Parties are not required to waive their right to an investigation of a Formal Complaint or a right to a hearing process, or AMC Process, if applicable. At any time prior to agreeing to (or in Administrative Resolution, rendering of) a final resolution, any Party has the right to withdraw from the Informal Resolution process and the matter will be referred back for further investigation and/or hearing as may be applicable. Informal Resolution is never available to resolve allegations that an employee sexually harassed a student.

In Informal Resolution, which includes mediation or facilitated dialogue, a neutral facilitator will foster a dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Support Persons may attend the Informal Resolution meeting. The Parties will abide by the terms of the agreed-upon resolution. Failure to abide by the terms of the agreed-upon resolution may be referred to the Title IX Coordinator for review and referral to the



appropriate University Process for discipline or sanctions. The Title IX Coordinator will keep records of any Informal Resolution that is reached.

In the event the Parties are unable to reach a mutually agreeable resolution, the matter will be referred back for further investigation and/or hearing as may be applicable. The content of the Parties' discussions during the Informal Resolution Process will be kept confidential in the event the matter proceeds to the hearing process. The Parties' agreement to participate, refusal to participate in, or termination of participation in Informal Resolution shall not be factors in any subsequent decisions regarding whether a policy violation occurred.

Among the resolutions which may be reached at this stage, the Respondent may voluntarily request to permanently separate from the University of Missouri System. If the Title IX Coordinator accepts the Respondent's proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Title IX Process.

16. **Procedural Details for Administrative Resolution.** The Parties may mutually choose to participate in a type of Informal Resolution called Administrative Resolution. The Administrative Resolution process is not available where a student has alleged that an employee sexually harassed the student. The Administrative Resolution process is not available to Academic Medical Centers (AMC).

The Administrative Resolution process is a process whereby the decision-maker will meet separately with the Parties and their Support Person, if any, and consider the evidence provided by the investigator, including the investigative report, and evidence provided by the Parties, and will make a determination of responsibility that is binding on both Parties. The decision of the Parties to participate in Administrative Resolution must be voluntary, informed and in writing provided to the investigator, and must include a knowing written waiver of their right to a hearing under the Title IX process. However, either Party may choose to leave the process and opt for a hearing at any time before a final determination has been rendered. In addition, the following will apply to the Administrative Resolution process:

1. The standard of proof will be "preponderance of the evidence," defined as determining whether the evidence shows it is more likely than not that a policy violation occurred.
2. The decision-maker has the discretion to determine the relevance of any witness or documentary evidence and may exclude information that is irrelevant, immaterial, cumulative, or more prejudicial than informative. In addition, the following rules shall apply to the introduction of evidence:
  1. Questions and evidence about the Complainant's pre-disposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
  2. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party's character is of limited utility and shall not be admitted unless deemed relevant by the decision-maker.
  3. Incidents or behaviors of the Respondent not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by the Respondent that shows a pattern may be considered only if deemed relevant by the decision-maker.
  4. A Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party's express consent.
  5. The decision-maker shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a

legally recognized privilege, unless the person holding such privilege has waived the privilege.

3. In the Administrative Resolution Process, the Respondent and the Complainant may provide a list of questions for the decision-maker to ask the other Party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting Party; answers to such questions will be shared with the requesting Party.
4. At any time prior to a final determination being rendered, the Complainant and/or the Respondent may request that the Formal Complaint shift from the Administrative Resolution Process to the Hearing Panel Resolution Process. Upon receipt of such timely request from either Party, the Formal Complaint will shift to the Hearing Panel Resolution Process.
5. The Administrative Resolution process will normally be completed within sixty (60) business days of the decision-maker's receipt of the Formal Complaint. Deviations from this timeframe will be promptly communicated to both Parties.
6. For good cause, the decision-maker in the Administrative Resolution Process may, in their discretion, grant reasonable extensions to the time frames and limits provided.
7. The Administration Resolution process consists of:
  1. A prompt, thorough and impartial investigation;
  2. A separate meeting with each Party and their Support Person, if any, and the decision-maker;
  3. A written finding by the decision-maker on each of the alleged policy violations;
  4. A written finding by the decision-maker on sanctions and remedial actions for findings of responsibility; and
  5. The decision-maker shall be as follows:
    - (1) For Student or Student Organization Respondents and Staff Respondents, the decision-maker will be the Title IX Coordinator;
    - (2) For Faculty Respondents, the decision-maker will be as follows:
      - (a) The Title IX Coordinator will act as decision-maker and make recommendation(s) on findings of responsibility and sanctions and remedial actions, if applicable, to the Provost who will be the final decision-maker.
      - (b) The Title IX Coordinator has the option to request that a designee from the Provost's office act as decision-maker in Administrative Resolution and make recommendation(s) regarding findings of responsibility and sanctions and remedial actions, if applicable, to the Provost who will be the final decision-maker.
8. At least fifteen (15) business days prior to meeting with the decision-maker or if no meeting is requested, at least fifteen (15) business days prior to the decision-maker rendering a finding(s), the Title IX Coordinator or Provost's designee, if applicable, will send a letter (Notice of Administrative Resolution) to the Parties with the following information:
  1. A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
  2. The name of the decision-maker.
  3. Reference to or attachment of the applicable procedures.
  4. A copy of the final investigative report.
  5. The option and deadline of ten (10) business days from the date of the notice to request a meeting with the decision-maker.
  6. An indication that the Parties may have the assistance of a Support Person of their choosing at the meeting, though the Support Person's attendance at the meeting is the responsibility of the respective Parties.

9. The sanctions of expulsion and termination are not available sanctions under the Administrative Resolution process in this Policy. Further, any suspension of a student under this Administrative Resolution process shall not exceed two (2) years. Any suspension of an employee under this Administrative Resolution process may be without pay, but may not exceed ten (10) business days.
  10. The decision-maker can, but is not required to, meet with and question the Investigator and any identified witnesses. The decision-maker may request that the Investigator conduct additional interviews and/or gather additional information. The decision-maker will meet separately with the Complainant and the Respondent, and their Support Person, if any, to review the alleged policy violations and the investigative report. The Respondent may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If the Respondent admits responsibility, in whole or in part, the decision-maker will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the decision-maker will render a finding using the preponderance of the evidence standard. The decision-maker will also determine appropriate sanctions or remedial actions.
  11. The decision-maker will inform the Respondent and the Complainant simultaneously of the finding on each of the alleged policy violations and the finding of sanctions, if applicable, in writing by email to the Party's University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.
  12. Either Party may appeal a decision under Administrative Resolution in accordance with Section U of this policy.
17. **Hearing Panel Resolution.** This process is not available for Academic Medical Centers. See Section R.

1. **Equity Resolution Hearing Panelist Pool.** Each University will create and annually train a pool of not less than five (5) faculty and five (5) administrators and/or staff to serve as hearing panel members in the Hearing Panel Resolution Process. The faculty hearing panel pool members selected by the Chancellor (or Designee) shall be selected from a list of no less than ten (10) faculty members proposed by the faculty council/senate. Pool members are selected by the Chancellor (or Designee) and serve a renewable one-year term. Selection of hearing panel pool members shall be made with an attempt to recognize the diversity of the University community. Hearing Panel members from one University may be asked to serve on a hearing panel involving another University. The Chancellor (or Designee) will select a Hearing Panelist Pool Chair ("Pool Chair"). The Pool Chair randomly selects and coordinates the hearing panel members to serve on the Hearing Panel for a specific Formal Complaint. The Pool Chair may serve as a panel member for a specific Formal Complaint.  
Administrators, faculty, and staff will be removed from the Hearing Panelist Pool if they fail to satisfy the annual training requirements, as determined by the Title IX Coordinator. Under such circumstances, the Title IX Coordinator will notify the Chancellor (or Designee), who will inform the administrator, faculty, or staff member of the discontinuation of their term.
2. **Title IX Hearing Panel ("Hearing Panel").** When a Formal Complaint is not resolved through an Informal Resolution process, the Hearing Panelist Pool Chair will randomly select two (2) members from the Hearing Panelist Pool to serve on the specific Hearing Panel together with the Hearing Officer. A good faith attempt will be made for the Hearing Panel to include at least one faculty member and one administrator or staff member. Up to two (2) alternates may be designated to sit in throughout the process as needed. The University reserves the right to have its attorney present during the hearing and during deliberations to advise the Hearing Panel.
3. **Notice of Hearing.**

1. At least twenty (20) business days prior to the hearing, the Title IX Coordinator will send a letter (Notice of Hearing) to the Parties with the following information:
  - (1) A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
  - (2) A description of the applicable procedures.
  - (3) A statement that the Parties may have the assistance of an Advisor of their choosing, at the hearing; that the Party's Advisor will conduct all cross-examination and other questioning of the other Party and all witnesses on behalf of the Party they are advising; that if the Party does not have an Advisor, an Advisor will be provided by the University for the purpose of conducting cross-examination and other questioning for that Party; and the Advisor may be, but is not required to be, an attorney.
  - (4) The time, date and location of the hearing.
  - (5) A list of the names of each of the Hearing Panel members, including the Hearing Officer, and alternates, and information on how to raise an objection to any member of the Hearing Panel and the timeline in which to raise any objections.
  - (6) A copy of the final investigative report and exhibits.
  - (7) Notification to the Parties that all of the evidence gathered in the course of the investigation that is directly related to the allegations including inculpatory and exculpatory evidence, is available to the Parties and instructions regarding how to request access to that evidence.
  - (8) Notice that if a Party or witness does not submit to cross-examination at the hearing, the decision-maker(s) must not rely on any statement of that Party or witness in reaching a determination regarding responsibility, but no inference can be drawn from the fact that a Party or witness failed to submit to cross-examination.
  - (9) Notice that the Parties may request a virtual hearing and/or any necessary accommodations.
2. The Notice of Hearing letter will be sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.

**4. Pre-Hearing Witness List and Documentary Evidence.**

1. At least fifteen (15) business days prior to the hearing, the Complainant and Respondent will provide to the Investigator a list of the names of the proposed witnesses and copies of all proposed documentary evidence that a Party intends to call or use at the hearing.
2. At least ten (10) business days prior to the hearing, the Investigator will provide to each Party the names of proposed witnesses and proposed documentary evidence that the other Party intends to call or use at the hearing.
3. No employee or student, directly or through others, should take any action which may interfere with the investigation or hearing procedures. Employees and students are prohibited from attempted or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

**5. Objection to or Recusal of Hearing Panel Member.**

1. Hearing Panel members, including the Hearing Officer, shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. If a Hearing Panel member or Hearing Officer feels that they have a conflict of interest or bias, or cannot make an

objective determination, they must recuse themselves from the proceedings in advance of the hearing.

2. The Parties will have been given the names of the Hearing Panel members, including the Hearing Officer, in the Notice of Hearing. Should any Complainant or Respondent object to any panelist, they must raise all objections, in writing, to the Title IX Coordinator at least fifteen (15) business days prior to the hearing.
3. Hearing Panel members will only be unseated and replaced if the Title IX Coordinator concludes that good cause exists for the removal of a panel member. Good cause may include, but is not limited to, bias that would preclude an impartial hearing or circumstances in which the Hearing Panel member's involvement could impact the Party's work or learning environment due to current or potential interactions with the Hearing Panel member (e.g., a panel member being in the same department as either Party). If the Title IX Coordinator determines that a Hearing Panel member, other than the Hearing Officer, should be unseated and replaced, then Title IX Coordinator will ask the Hearing Panel Pool Chair to randomly select another member from the pool to serve on the Hearing Panel. The Title IX Coordinator will select an alternate Hearing Officer if they determine that the Hearing Officer should be replaced. The Title IX Coordinator will provide a written response to all Parties addressing any objections to the Hearing Panel members, including the Hearing Officer.
6. **Alternative Attendance or Questioning Mechanisms.** All hearings will be live. However, at the request of either Party or by the University's designation, the live hearing may occur with the Parties located in separate rooms with technology enabling the Hearing Panel, including the Hearing Officer, and their legal advisor, if any, the Parties and their Advisors, and the Investigator, to simultaneously see and hear the Party or the witness answering questions. Should any hearing take place in this manner, the Title IX Coordinator (or Designee) shall be in charge of the technology during the hearing. The University will make reasonable accommodations for the Parties in keeping with the principles of equity and fairness.
7. **Requests to Reschedule the Hearing Date.** For good cause, the Title IX Coordinator may grant requests to reschedule the hearing date.
8. **Pre-Hearing Matters.**
  1. At least ten (10) business days prior to the hearing date, a Party shall inform the Title IX Coordinator whether the Party intends to bring an Advisor of their choice to the hearing.
  2. At least ten (10) business days prior to the hearing date, a Party shall inform the Title IX Coordinator whether the Party is requesting accommodations for the hearing.
  3. At least five (5) business days prior to the hearing date, the final investigative report and all exhibits will be provided to the Hearing Panel members.
9. **Pre-Hearing Meeting.** Unless otherwise agreed by the Parties and the Hearing Officer, a pre-hearing meeting may be scheduled one hour prior to the start of the hearing between the Hearing Officer and Parties' Advisors. Parties may, but are not required to, be in attendance at this meeting.
10. **Conduct of Hearing.** The Hearing Officer shall participate on the Hearing Panel and preside at the hearing, call the hearing to order, call the roll of the Hearing Panel and alternates in attendance, ascertain the presence or absence of the Investigator, the Complainant and the Respondent, confirm receipt of the Notice of Allegations and Notice of Hearing by the Parties, report any extensions requested or granted and establish the presence of any Advisors.
  1. **Order of Evidence.** The order of evidence shall generally be the following:
    - (1) The Complainant will proceed first and may give a verbal statement of their allegations of sexual harassment against the Respondent. The Hearing Panel may

next ask questions of the Complainant. The Complainant will then be subject to cross-examination by the Advisor of the Respondent. The Complainant may also call witnesses who will be subject to questioning by the Advisor of the Complainant, questioning by the Hearing Panel, and cross-examination by the Advisor of the Respondent. The Complainant may also submit documentary evidence.

(2) The Respondent will proceed next and may give a verbal statement in response to the allegations of sexual harassment made by the Complainant. The Hearing Panel may next ask questions of the Respondent. The Respondent will be subject to cross-examination by the Advisor of the Complainant. The Respondent may also call witnesses who will be subject to questioning by the Advisor of the Respondent, questioning by the Hearing Panel, and cross-examination by the Advisor of the Complainant. The Respondent may also submit documentary evidence.

(3) The Investigator will then be available to answer questions of the Hearing Panel. The Investigator will next be subject to cross-examination by the Advisors of the Complainant and the Respondent. The Investigator may also call witnesses who will be subject to questioning by the Hearing Panel, and cross-examination by the Advisors of the Complainant and Respondent. The Investigator may also submit documentary evidence.

(4) The Hearing Panel may ask questions of the Parties or any witnesses including the Investigator at any time during the hearing.

2. **Record of Hearing.** The Title IX Coordinator shall arrange for an audio or audiovisual recording of the hearing. The recording of the hearing will become part of the Record of the Case.

#### 11. Hearing Process Rules.

1. The formal rules of evidence shall not apply to any live hearing.
2. Questions and evidence about the Complainant's pre-disposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
3. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party's character is of limited utility and shall not be admitted unless deemed relevant by the Hearing Officer.
4. Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the Hearing Officer.
5. A Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party's express consent.
6. The Hearing Officer shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
7. The relevancy and admissibility of any evidence offered at the hearing shall be determined by the Hearing Officer, whose ruling shall be final.
8. A Party's Advisor will be permitted to ask the other Party and any witnesses relevant questions and follow-up questions, including those challenging

credibility. Before a Complainant, Respondent or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Where the Hearing Officer permits a question to be answered, a presumption shall be made that the Hearing Officer determined that the question was relevant.

9. If a Party or witness does not submit to cross-examination at a hearing, the Hearing Panel must not rely on any statement of that Party or witness in reaching a determination regarding responsibility, but no inference can be drawn from the fact that a Party or witness failed to submit to cross-examination.
10. The Party's Advisors may object to questions on limited grounds as specified in the Rules of Decorum. The Hearing Officer will rule on such objections and that ruling shall be final.
11. The Hearing Officer may dismiss any person from the hearing who interferes with or obstructs the hearing, fails to adhere to the Rules of Decorum, or fails to abide by the rulings of the Hearing Officer.
12. Procedural questions which arise during the hearing and which are not covered by these general rules shall be determined by the Hearing Officer, whose ruling shall be final.

## **12. Findings of the Hearing Panel.**

1. The Hearing Panel will deliberate with no others present, except any legal advisor to the Hearing Panel, to find whether the Respondent is responsible or not responsible for the policy violation(s) in question. The Hearing Panel will base its finding on a preponderance of the evidence (i.e., whether it is more likely than not that the Respondent committed each alleged violation). If a Respondent is found responsible by a majority of the Hearing Panel, the Hearing Panel will determine appropriate sanctions and remedial actions by a majority vote.
2. The Hearing Officer will prepare a written determination reflecting the decision of the Hearing Panel regarding responsibility, sanctions and remedial actions, if any ("Hearing Panel Decision"), and deliver it to the Title IX Coordinator detailing the following:
  - (1) Identification of the allegations potentially constituting sexual harassment as defined in CRR 600.020;
  - (2) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence and hearings held;
  - (3) Findings of fact supporting the determination;
  - (4) Conclusions regarding the application of the University's Title IX Policies to the facts;
  - (5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education programs or activities will be provided by the University to the Complainant; and
  - (6) The procedures and permissible bases for the Complainant and the Respondent to appeal.
3. The Hearing Panel Decision should be submitted to the Title IX Coordinator within five (5) business days of the end of deliberations. Deviations from the five-day period will be communicated by the Hearing Officer to the Parties and the Title IX Coordinator, along with an expected time for completion. The Hearing Panel Decision will be provided to the Title IX Coordinator who will provide it to the Parties simultaneously within five (5) business days of receipt of the decision.

4. The Hearing Panel Decision will be sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.
5. The Hearing Panel Decision will become final either on the date that the Parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.
6. The Title IX Coordinator is responsible for effective implementation of any remedies.

**18. Process for Academic Medical Centers (AMC)**

1. Academic Medical Centers at the University of Missouri are not required to provide for a live hearing, but rather must adhere to the following process for resolving Formal Complaints alleging Title IX violations.
2. The decision-maker(s) for the Title IX Process for Academic Medical Centers shall be a neutral, impartial, and unbiased decision-maker designated by the Executive Vice Chancellor for Health Affairs.
3. **Notice of AMC Meeting.** The decision-maker will meet separately with each Party. At least fifteen (15) business days prior to the initial meeting with the decision-maker, the Title IX Coordinator will send a letter (Notice of AMC Meeting) to the Parties with the following information:
  1. A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
  2. A description of the applicable procedures.
  3. A statement that the Parties may be accompanied by a Support Person of their choosing at the AMC Meeting.
  4. The time, date and location of the AMC Meeting.
  5. The name of the decision-maker, and information on how to raise an objection to the decision-maker and the timeline in which to raise any objections.
  6. A copy of the investigative report and exhibits.
  7. Notification to the Parties that all of the evidence gathered in the course of the investigation that is directly related to the allegations, including inculpatory and exculpatory evidence, is available to the Parties and how to request access to that evidence.
4. The Notice of AMC Meeting letter will be sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.
5. At least fifteen (15) business days prior to the initial AMC Meeting, the Investigator will provide to the Parties access to all evidence gathered in the investigation which is directly related to the allegations in the Formal Complaint, including any evidence upon which the Investigator does not intend to rely, and inculpatory and exculpatory evidence whether obtained from a Party or other source, copies of recordings of all interviews conducted during the investigation, and a copy of any investigative report.
6. At least ten (10) business days prior to the initial AMC Meeting, the Complainant and Respondent may provide the decision-maker with written, relevant questions the Party wants asked of any Party or witness. At least five (5) business days prior to the initial AMC Meeting, the decision-maker will provide each Party with the answers, and allow for additional, limited follow-up questions from each Party. The decision-maker must explain to the Party proposing the questions any decision to exclude a question as not relevant. The Parties may also provide the decision-maker with documentary evidence.



7. No employee or student, directly or through others, should take any action which may interfere with the investigation or the AMC process. Employees and students are prohibited from attempted or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.
8. The decision-maker shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. If a decision-maker feels that they have a conflict of interest or bias, or cannot make an objective determination, they must recuse themselves from the proceedings in advance of the AMC meeting.
9. At least ten (10) business days prior to the initial AMC Meeting, the Parties shall provide to the Title IX Coordinator all objections in writing to the decision-maker identified in the Notice of AMC Meeting. If the Title IX Coordinator determines that the decision-maker should be replaced, the Title IX Coordinator will select an alternate decision-maker. The Title IX Coordinator will provide a written response to all Parties addressing the objections.
10. Questions and evidence about the Complainant's pre-disposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
11. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party's character is of limited utility and shall not be admitted unless deemed relevant by the Hearing Officer.
12. Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the Hearing Officer.
13. A Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party's express consent.
14. The decision-maker shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
15. All meetings between the decision-maker and Parties and/or witnesses shall be recorded.
16. Within ten (10) business days of the last meeting with any Party or witness, the decision-maker must issue a written determination regarding responsibility, applying the preponderance of the evidence standard of evidence. The written determination must include:
  1. Identification of the allegations potentially constituting sexual harassment as defined in CRR 600.020.
  2. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence and meetings held;
  3. Findings of fact supporting the determination;
  4. Conclusions regarding the application of the Title IX policies to the facts;
  5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether any remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and

6. The University's procedures and permissible bases for the Complainant and Respondent to appeal as set forth in Section U.
17. The written determination will be provided to the Title IX Coordinator, who will provide it to the Parties simultaneously within five (5) business days of receipt of the determination. Notification will be made in writing and sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.
18. The determination becomes final either on the date that the University provides the Parties with the written determination of the result of the appeal, if any appeal is filed, or if any appeal is not filed, the date on which an appeal would no longer be considered timely.
19. The Title IX Coordinator is responsible for effective implementation of any remedies.

**19. Sanctions and Remedial Actions.**

1. If the Respondent is found responsible for a violation of the University's Title IX Policies, the Hearing Panel, or the decision-maker in the Administrative Resolution Process or Academic Medical Center Process, will determine sanctions and remedial actions. The Title IX Coordinator will apply and enforce the sanctions and remedial actions and may also add other remedial actions as deemed appropriate.
  1. Factors Considered When Finding Sanctions/Remedial Actions include but are not limited to:
    - (1) The nature, severity of, and circumstances surrounding the violation;
    - (2) The disciplinary history of the Respondent;
    - (3) The need for sanctions/remedial actions to bring an end to the conduct;
    - (4) The need for sanctions/remedial actions to prevent the future recurrence of the conduct; and
    - (5) The need to remedy the effects of the conduct on the Complainant and the University community.
2. **Types of Sanctions.** The following sanctions may be imposed upon any Respondent found to have violated the University's Title IX Policies. Multiple sanctions may be imposed for any single violation. Sanctions include but are not limited to the following:
  1. **For Respondents who are Student(s) or Student Organization(s):**
    - (1) **Warning.** A notice in writing to the Respondent that there is or has been a violation of institutional regulations, and cautioning that if there are further violations, the existence of the Warning may result in more severe sanctions in the future.
    - (2) **Probation.** A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the Respondent is found to be violating any institutional regulation(s) during the probationary period.
    - (3) **Loss of Privileges.** Denial of specified privileges for a designated period of time.
    - (4) **Restitution.** Compensating the University for loss, damage, or injury to University property. This may take the form of appropriate service and/or monetary or material replacement.
    - (5) **Discretionary Sanctions.** Work assignments, service to the University, or other related discretionary assignments, or completion of educational programming.
    - (6) **Residence Hall Suspension.** Separation of the Respondent from the residence halls for a definite period of time, after which the Respondent is eligible

to return. Conditions for readmission may be specified.

(7) **Residence Hall Expulsion.** Permanent separation of the Respondent from the residence halls.

(8) **Campus Suspension.** Respondent is suspended from being allowed on a specific University campus for a definite period of time. Logistical modifications consistent with the sanction imposed, may be granted at the discretion of the Chief Student Affairs Officer (or Designee).

(9) **University System Suspension.** Separation of the Respondent from the University System for a definite period of time, after which the Respondent is eligible to return. Conditions for readmission may be specified.

(10) **Withdrawal of Recognition.** Respondent Student Organization loses its Official Approval as a recognized student organization. May be either temporary or permanent.

(11) **University System Expulsion.** Permanent and complete separation (i.e., not eligible for online courses either) of the Respondent from the University System.

2. **For Respondents who are Employee(s):**

(1) Warning – verbal or written;

(2) Performance improvement plan;

(3) Required counseling;

(4) Required training or education;

(5) Loss of annual pay increase;

(6) Loss of supervisory responsibility;

(7) Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions;

(8) For Non-Regular Faculty, immediate termination of term contract and employment;

(9) For Regular, Untenured Faculty, immediate termination of term contract and employment. Notice of not reappointing would not be required;

(10) Suspension without pay;

(11) )Non-renewal of appointment;

(12) For Regular, Tenured Faculty, suspension without pay, removal from campus and referral to the Chancellor to initiate dismissal for cause as detailed in Section 310.060 of the Collected Rules and Regulations;

(13) For Staff, Demotion;

(14) For Staff, Termination.

3. **Remedial Actions.** The following remedial actions may also be imposed to address the effects of the violation(s) of the University's Title IX Policies on the Complainant. Such remedial actions will vary depending on the circumstances of the policy violation(s), but may include:

(1) Where the Complainant is a student:

(a) Permitting the student to retake courses;

(b) Providing tuition reimbursement;

(c) Providing additional academic support;

(d) Removal of a disciplinary action; and

(e) Providing educational and/or on-campus housing accommodations.

(2) Where the Complainant is an employee:

(a) Removal of a disciplinary action;

(b) Modification of a performance review;

(c) Adjustment in pay;

- (d) Changes to the employee's reporting relationships; and
- (e) Workplace accommodations.

In addition, the University may offer or require training and/or monitoring as appropriate to address the effects of the violation(s) of the University's Title IX Policies.

4. **When Implemented.** Sanctions will be imposed once the written determination regarding responsibility becomes final; the determination regarding responsibility is final either on the date that the Parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.
20. **Withdrawal While Charges Pending.** Should a Respondent decide to resign employment, or withdraw from the University and not participate in the investigation and/or hearing without signing a Voluntary Permanent Separation and General Release Agreement and without the approval of the Title IX Coordinator, the Formal Complaint may be dismissed, or the Title IX Coordinator may determine that the process will nonetheless proceed in the Respondent's absence to a reasonable resolution and, if the Respondent is found responsible, the Respondent will not be permitted to return to the University unless all sanctions have been satisfied.
  21. **Appeal.**
    1. **Grounds for Appeal.** Both Complainant and Respondent are allowed to appeal the dismissal of a Formal Complaint or any of the allegations therein, or the findings of the Administrative Resolution Process, the Hearing Panel Resolution Process, or the Academic Medical Center process. Appeals are limited to the following:
      1. A procedural irregularity that affected the outcome of the matter (e.g., material deviation from established procedures, etc.);
      2. To consider new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
      3. The Title IX Coordinator, Investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; or
      4. The sanctions fall outside the range typically imposed for this offense, or for the cumulative conduct record of the Respondent.
    2. **Requests for Appeal.** Both the Complainant and the Respondent may appeal a dismissal of a Formal Complaint or any allegations therein, or a determination regarding responsibility to the Equity Resolution Appellate Officer. The Equity Resolution Appellate Officer must not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent; if the Equity Resolution Appellate Officer does not believe that they can make an objective decision about an appeal, they should recuse themselves and the Chancellor (or Designee) shall appoint an alternate Equity Resolution Appellate Officer to hear the pending appeal. All requests for appeal must be submitted in writing to the Equity Resolution Appellate Officer within five (5) business days of the delivery of the notice of dismissal or Administrative Resolution Decision, Hearing Panel Decision, or AMC Determination. When any Party requests an appeal, the other Party will be notified and receive a copy of the request for appeal.
    3. **Response to Request for Appeal.** Within five (5) business days of the delivery of the notice and copy of the request for appeal, the non-appealing Party may file a response to the request for appeal. The response can address that sufficient grounds for appeal have not been met and/or the merits of the appeal.
    4. **Review of the Request to Appeal.** The Equity Resolution Appellate Officer will make an initial review of the appeal request(s) to determine whether:
      1. The request is timely, and
      2. The appeal is on the basis of any of the articulated grounds listed above, and

3. When viewed in the light most favorable to the appealing Party, the appeal states grounds that could result in an adjusted finding or sanction.

The Equity Resolution Appellate Officer will reject the request for appeal if any of the above requirements are not met. The decision to reject the request for appeal is final and further appeals and grievances are not permitted. The Equity Resolution Appellate Officer will render a written decision whether the request for appeal is accepted or rejected within fifteen (15) business days from receipt of the request for appeal. If no written decision is provided to the Parties within fifteen (15) business days from receipt of the request, the appeal will be deemed accepted.

5. **Review of the Appeal.** If all three (3) requirements for appeal listed in paragraph 4 above are met, the Equity Resolution Appellate Officer will accept the request for appeal and proceed with rendering a decision on the appeal applying the following additional principles:

1. Appeals are not intended to be full re-hearings of the Formal Complaint and are therefore deferential to the original findings. In most cases, appeals are confined to a review of the written documentation and Record of the Case, and relevant documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original decision-maker for reconsideration.
2. The Equity Resolution Appellate Officer will render a written decision on the appeal to all Parties within ten (10) business days from accepting the request for appeal. In the event the Equity Resolution Appellate Officer is unable to render a written decision within ten (10) business days from accepting the request for appeal, the Equity Resolution Appellate Officer will promptly notify the Parties in writing of the delay.
3. Once an appeal is decided, the outcome is final. Further appeals are not permitted.

6. **Extensions of Time.** For good cause, the Equity Resolution Appellate Officer may grant reasonable extensions of time (e.g.: 7-10 business days) to the deadlines in the appeal process. The Equity Resolution Appellate Officer will notify the Parties in writing if such extensions are granted.

22. **Failure to Complete Sanctions/Comply with Interim and Long-term Remedial Actions.** All Respondents are expected to comply with all sanctions and remedial actions within the timeframe specified. Failure to follow through on these sanctions and remedial actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions and remedial actions and/or suspension, expulsion, termination, referral to Dismissal for Cause process, or withdrawal of recognition from the University. Suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator.
23. **Dismissal for Cause Referral.** If the recommended sanction for a Regular, Tenured Faculty member is referral to the Chancellor to initiate Dismissal for Cause, the Record of the Case will be forwarded to the appropriate Faculty Committee on Tenure. Because the Dismissal for Cause proceeding is not a re-hearing of the Complaint, the Record of the Case will be included as evidence and the findings will be adopted for proceeding as detailed in Section 310.060: Procedures in Case of Dismissal for Cause in the Collected Rules and Regulations.
24. **Records.** In implementing this policy, records of all Formal Complaints, the Hearing Process or Academic Medical Center Process, and resolutions (including Informal resolution and result therefrom), will be kept by the Title IX Coordinator. For the purpose of review or appeal, the Record of the Case will be accessible at reasonable times and places to the Respondent and the Complainant. The Record of the Case will be kept for seven (7) years following final resolution. In addition, a record of the response to all complaints of sexual harassment, must be maintained for a period of seven (7) years, including records of any actions, including Supportive Measures, taken in response to a report or Formal Complaint of sexual harassment. In each instance, the University must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's education programs or activities. If the University did not provide a

Complainant with Supportive Measures, the University must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. Each Title IX Coordinator, including the Title IX Coordinator for the academic medical center, shall maintain statistical, de-identified data on the race, gender and age of each Party to a Formal Complaint for that university/ academic medical center, and will report such data on an annual basis to the President of the University of Missouri. Additionally, statistical data relating to each university in the University of Missouri System shall be reported on an annual basis to that university's Chancellor and chief officers for human resources, student affairs, and diversity, equity and inclusion; the academic medical center shall report such statistical data for the academic medical center on an annual basis to the Executive Vice-Chancellor for Health Affairs. Data relating to the University of Missouri System shall be reported on an annual basis to the University of Missouri System's chief officers for human resources, student affairs, and diversity, equity and inclusion.

25. **Retaliation.** No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for policy violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation.

The University must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed with the Equity Officer in accordance with CRRs 600.010, 600.040, and 600.050.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.

Charging an individual with a policy violation for making a materially false statement in bad faith in the course of the any proceedings under this policy does not constitute retaliation provided, however that a determination regarding responsibility, alone, is not sufficient to conclude that any Party made a materially false statement in bad faith.

### **600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization - for matters involving conduct alleged to have occurred on or after August 14, 2020**

Bd. Min. 2-5-15; Amended 2-09-17 with an effective date of 3-1-17; Revised 7-28-20 with effective date of 8-14-20; Amended 2-4-21.

1. **General.** The University will promptly and appropriately respond to any report of violation of the University's Anti-Discrimination policies. The procedures described below apply to such reports when the Respondent is a Faculty Member(s), a student(s), or a student organization. Further, when the report involves allegations against the President or a Chancellor, upon consultation between the Office of the General Counsel and the Equity Officer, the investigation may be conducted by an outside investigator. This procedure does not govern complaints alleging conduct that would be defined as sexual harassment under Section 600.020 of the Collected Rules and Regulations.

2. **Jurisdiction.** Jurisdiction of the University of Missouri generally shall be limited to conduct which occurs on the University of Missouri premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action, including, but not limited to, the imposition of sanctions under Section 600.040 of the Collected Rules and Regulations against Faculty Members, Students, or Student Organizations for conduct occurring in other settings, including off-campus, (1) in order to protect the physical safety of students, employees, and visitors or other members of the University community, or (2) if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment, or (3) if the conduct is related to the Faculty Member's fitness or performance in the professional capacity of teacher or researcher or (4) if the conduct occurs when the Faculty Member is serving in the role of a University employee. If a Complainant simultaneously alleges or the investigation suggests violations of the University's Anti-Discrimination Policies and (1) violation, misinterpretation, or arbitrary application of another written University rule, policy, regulation, or procedure which applies personally to the Faculty member; and/or (2) that there has been an infringement on the academic freedom of the Faculty member, the University shall have the authority to investigate and take appropriate action regarding each of the Complainant's allegations pursuant to this Equity Resolution Process. In conducting such investigations, the Provost, Equity Officer, and/or the Investigator may consult with and/or seek guidance from the Human Resources staff or other appropriate administrators as necessary.

If a Complainant alleges or the investigation suggests that a student conduct policy violation occurred in concert with the alleged violation of the University's Anti-Discrimination Policies, the University shall have the authority to investigate and take appropriate action regarding each of the alleged violations of the student conduct policy pursuant to this Equity Resolution Process. In conducting such investigations, the Equity Officer and/or the Investigator may consult with and/or seek guidance from the Student Conduct Coordinator or Residential Life Coordinator as appropriate.

If a Complainant alleges or the investigation suggests that a discrimination or harassment policy violation as defined in Section 600.010 of the Collected Rules and Regulations occurred in concert with an alleged violation of the University's Title IX policies, the University shall investigate and take appropriate action regarding the alleged violation(s) of the discrimination or harassment policy pursuant to University's Title IX process. If the allegation(s) in the Complaint that fall under the Title IX policy are dismissed, the University may discontinue the process under the Title IX policy and then proceed under this equity resolution process for any remaining reports of alleged violation(s) of Section 600.010 in the Complaint.

**At-Will Employment Status.** Nothing contained in this policy is intended and no language contained herein shall be construed as establishing a "just cause" standard for imposing discipline, including but not limited to, termination of employment. Further, nothing contained in this policy is intended and no language contained herein shall be construed to alter in any manner whatsoever the at-will employment status of any at-will University employee.

3. **Definitions:**

1. **Administrative Resolution.** A voluntary resolution process where a decision-maker makes a finding on each of the alleged policy violations in a Complaint and a finding on sanctions and remedies without a hearing.
2. **Chair of the Hearing Panel ("Panel Chair").** A Chair of the Hearing Panel for a specific Complaint is designated by the Hearing Panelist Pool Chair. The Pool Chair may serve as the Chair of the Hearing Panel for a specific Complaint.
3. **Complainant.** "Complainant" refers to the person alleged to have been subjected to discrimination or harassment in violation of the University's Anti-Discrimination Policies. The University may serve as the Complainant when the person alleged to have been subjected to discrimination or harassment in violation of the University's Anti-Discrimination Policies chooses not to act as the Complainant in the resolution process or requests that the complaint not be pursued. If the University decides to pursue a report of discrimination by a visitor, third party or applicant through the applicable equity resolution process, the University will act as the Complainant. Former University Faculty or Staff

members may act as the Complainant in the applicable equity resolution process only when their employment is terminated and they allege that the termination of employment was discriminatory. For any other allegations of discrimination by former University Faculty or Staff members, the University will appropriately respond to reports of a violation of the University's Anti-Discrimination policies and if the University decides to pursue a report of discrimination through the applicable equity resolution process, the University will act as the Complainant.

4. **Complaint.** A document prepared by the Equity Officer when a verbal or written report of alleged discrimination or harassment becomes known to the University, or a document filed and signed by a Complainant alleging discrimination or harassment against a Respondent and requesting that the University investigate the allegation.
5. **Conflict Resolution.** A voluntary resolution process using alternative dispute resolution mechanisms such as mediation, facilitated dialogue, or restorative justice.
6. **Equity Resolution Appellate Officer.** For Student(s) or Student Organization Respondents, a trained, senior-level administrator appointed by the Chancellor (or Designee) to hear all requests for reconsideration of summary determination and appeals stemming from the Equity Resolution Process. For Faculty Respondents, the Chancellor (or Designee).
7. **Equity Resolution Hearing Panel (“Hearing Panel”).** A group of three (3) trained Equity Resolution Hearing Panelist Pool members who serve as the Hearing Panel for a specific Complaint. A good faith attempt will be made for the Hearing Panel to include at least one faculty member and one administrator or staff member.
8. **Equity Resolution Hearing Panelists Pool (“Hearing Panelist Pool”).** A group of at least five (5) faculty and five (5) administrators and/or staff selected by the Chancellor (or Designee) to serve as hearing panel members in the Hearing Panel Resolution process. The faculty hearing panel members selected by the Chancellor (or Designee) shall be selected from a list of no less than ten (10) faculty members proposed by the faculty council/senate. Selection of hearing panel pool members shall be made with an attempt to recognize the diversity of the University community. Hearing Panel members from one University may be asked to serve on a hearing panel involving another University.
9. **Equity Officer.** The Equity Officer is a trained administrator designated by the Chancellor (or Designee) to receive and assist with the investigation and resolution of Complaints regarding violation of the University's Anti-Discrimination Policies. All references to “Equity Officer” throughout this policy refer to the Equity Officer or the Equity Officer's Designee.
10. **Equity Support Person:** An individual selected by a Party to provide support and guidance throughout the Equity Resolution Process. Each Party is allowed one Equity Support Person.
11. **Faculty Member.** For purposes of Section 600.040, Faculty Member includes all regular and non-regular academic staff appointments as defined in Sections 310.020 and 310.035 of the Collected Rules and Regulations.
12. **Hearing Panelist Pool Chair (“Pool Chair”).** The Hearing Panelist Pool Chair is selected by the Chancellor (or Designee). The Pool Chair randomly selects and coordinates the hearing panel members to serve on the Hearing Panel for a specific Complaint. The Pool Chair may serve as a panel member for a specific Complaint.
13. **Hearing Panel Resolution.** Resolution of a Complaint by an Equity Resolution Hearing Panel making the finding on each of the alleged policy violations. In faculty matters, the Hearing Panel will make recommendations as to any sanctions, if applicable, and the Provost will make the finding on sanctions. In matters involving students or student organizations, the Hearing Panel will make a finding on sanctions and remedial actions.
14. **Investigators.** Investigators are trained individuals appointed by the Equity Officer to conduct investigations of the alleged violations of the University's Anti-Discrimination Policies.
15. **Parties.** The Complainant and the Respondent are collectively referred to as the Parties.
16. **Record of the Case.** The Record of the Case in the Section 600.040 Process includes, when applicable: All Notices to the Parties, investigative report, recordings of Party and witness interviews, exhibits used at a hearing, the hearing record (an audio or audiovisual



record of the hearing); any determination of dismissal of all or part of a Formal Complaint; the determination on each of the alleged policy violations and sanctions by either the Hearing Panel or Decision-maker; and the decision on the appeal, if any, including the request for appeal, any additional evidence submitted for the appeal, and written arguments of the parties.

17. **Report.** Any verbal or written communication or notice of an alleged violation of the University's Anti-Discrimination Policies.
  18. **Respondent.** "Respondent" refers to the Faculty Member(s) or student(s) or student organization alleged to have violated the University's Anti-Discrimination Policies.
  19. **Student.** A person having once been admitted to the University who has not completed a course of study and who intends to or does continue a course of study in or through one of the Universities of the University System. For the purpose of these rules, student status continues whether or not the University's academic programs are in session.
  20. **Student Organization.** A recognized student organization which has received Official Approval in accordance with Section 250.010 of the Collected Rules and Regulations. Three members of the organization may represent the student organization as the Party.
  21. **Summary Resolution.** Resolution of the Complaint upon a determination by the Equity Officer that there is an insufficient basis to proceed with the Complaint that the Respondent violated the University's Anti-Discrimination Policies.
  22. **University's Anti-Discrimination Policies.** The University's Anti-Discrimination Policies include the Equal Employment/Education Opportunity and Nondiscrimination Policy located at Section 600.010 of the Collected Rules and Regulations (CRR).
4. **Making a Report.** Any person (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment) may report discrimination or harassment to the Equity Officer. A report may be made in person, or at any time (including during non-business hours) by mail, by telephone, or by electronic mail, using the contact information listed for the Equity Officer, by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer receiving the person's verbal or written report. Individuals may also contact University police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.
5. **Preliminary Contact and Inquiry.** Upon receiving a report, the Equity Officer shall promptly contact the Complainant to discuss the availability of supportive measures as defined herein, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of availability of supportive measures with or without the filing of a Complaint, and explain to the Complainant the process for filing a Complaint. If the identity of the Complainant is unknown, the Equity Officer may conduct a limited investigation sufficient to identify the Complainant to the extent possible.
- In addition to making preliminary contact, the Equity Officer shall conduct a preliminary inquiry to gather enough information to make a threshold decision regarding whether the report describes a possible violation of the University's anti-discrimination policies.
- If the report describes a possible violation, the Equity Officer will refer the matter to the appropriate procedural process and provide appropriate supportive measures. If the report does not describe a possible violation, the matter will be referred to the appropriate non-Equity process. Under those circumstances, the Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.
- The preliminary inquiry shall be conducted promptly (typically within 7-10 business days) of receiving the report.
6. **Filing a Complaint.**
- A Complaint is a document prepared by the Equity Officer after a verbal or written report of alleged discrimination or harassment becomes known to the University, or a document filed and signed by a Complainant alleging discrimination or harassment against a Respondent and requesting that the University investigate the allegation. As used herein, the phrase "document filed and signed by a complainant" means a document or electronic submission (such as by

electronic mail or through an online portal provided for this purpose by the University) that contains the complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Complaint.

All Complaints alleging discrimination or harassment under this policy will be investigated. The University may serve as the Complainant when the person alleged to have been subjected to discrimination or harassment in violation of the University's Anti-Discrimination policies chooses not to act as the Complainant in the resolution process or requests that the Complaint not be pursued. If the University decides to pursue a report of discrimination by a visitor, third party or applicant through the applicable equity resolution process, the University will act as the Complainant. Where the Equity Officer prepares a Complaint, the Equity Officer is not a Complainant or otherwise a party under this policy.

The University may consolidate Complaints as to allegations of discrimination or harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against the other Party where the allegations of discrimination or harassment, arise out of the same facts or circumstances. Where this process involves more than one Complainant or more than one Respondent, each Complainant and each Respondent shall be entitled and subject to all of the rights and obligations set forth herein.

## **7. Notice of Allegations**

1. Upon receipt of a Complaint, the Equity Officer, will provide a written notice to the known Parties that includes the following:
  1. A description of the University's available Equity Resolution processes, including Conflict Resolution;
  2. Notice of the allegations of discrimination and/or harassment, including sufficient details known at the time. Sufficient details include the identities of the parties involved in the incident, if known; the conduct allegedly constituting the discrimination and/or harassment; and the date and location of the alleged incident.
  3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Equity Resolution process.
  4. A statement notifying the Parties of the availability of supportive measures.
  5. A statement notifying the Parties of their right to have an Equity Support Person of their choice, who may be, but is not required to be, an attorney.
  6. A statement notifying the Parties that they may have an Equity Support Person selected by a Party accompany the Party to all meetings, interviews, and proceedings to provide support for the Party throughout the Equity Resolution Process.
  7. A statement notifying the Parties that they will be permitted to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and including inculpatory or exculpatory evidence whether obtained from a Party or other source.
  8. A statement notifying the Parties that they must be truthful when making any statement or providing any information or evidence to the University throughout the grievance process, and all documentary evidence must be genuine and accurate. False statements and fraudulent evidence by an employee may be the basis for personnel action pursuant to CRR 370.010 or HR 601, or other applicable University policies, or for disciplinary action pursuant to CRR 200.010 for students.
  9. A statement that nothing in the Equity Process is intended to supersede nor expand any rights the individual may have under applicable state or federal statutory laws or the U.S. Constitution.
  10. A statement informing a Party that all notices hereafter will be sent via their University-issued email account, unless they provide to the Equity Officer an

alternate method of notification. If a Party does not have a University-issued email account, all notices hereafter will be via U.S. Mail unless they provide the Equity Officer with a preferred method of notification.

2. The Notice of Allegations will be made in writing to the Parties by email to the Party's University-issued email account, with a read-receipt or reply email requested. If a read-receipt or reply email is not returned within three (3) business days or the Party does not have a University-issued email account, the Notice of Allegations shall be sent via U.S. Mail postage pre-paid to the last known address of the Party. Notice also may be provided in person to either Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual, or 3) when mailed.

**8. Supportive Measures, Emergency Removal, Interim Suspension of Student Organization, and Administrative Leave**

1. **Supportive Measures.** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Complaint. These measures are designed to restore or preserve equal access to the University's education programs, activities or employment without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter discrimination and harassment. The University will maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures. The Equity Officer is responsible for the effective implementation of supportive measures. Supportive measures may include:

1. Referral and facilitating contact for the Complainant or Respondent for counseling or other support services.
2. Mutual restrictions on contact between the Parties.
3. Providing campus escort services to the Parties.
4. Increased security and monitoring of certain areas of the campus.
5. Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and/or Respondent, as appropriate.
6. If either Party is a student:

(1) Referral of that Party to academic support services and any other services that may be beneficial to the Party.

(2) Adjusting the courses, assignments, and/or exam schedules of the Party.

(3) Altering the on-campus housing assignments, dining arrangements, or other campus services for the Party.

7. Providing limited transportation accommodations for the Parties.
  8. Informing the Parties of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.
2. **Emergency Removal.** The Equity Officer may implement a removal of a Respondent from the University's education program or activity on an emergency basis, if the Equity Officer, after conducting an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of discrimination or harassment, justifies removal.

1. In all cases in which an Emergency Removal is imposed, the Respondent will immediately be given notice and an opportunity to challenge the decision of the Equity Officer either prior to such Removal being imposed, or as soon thereafter as reasonably possible but no later than five (5) business days following the Removal. Any challenge by Respondent shall be made in writing and directed to

the Equity Officer and must show cause why the Removal should not be implemented. The Equity Officer will forward the challenge to the Emergency Removal Appeal Individual/Committee, which will make a final decision on Removal within three (3) business days.

2. Violation of an Emergency Removal under this policy may be grounds for discipline under applicable University conduct policy.
3. **Interim Suspension of Student Organization.** The Equity Officer may suspend, on an interim basis, a Respondent Student Organization's operations, University recognition, access to and use of the University campus/facilities/events and/or all other University activities or privileges for which the Respondent Student Organization might otherwise be eligible, pending the completion of the Equity Process when the Equity Officer finds and believes from available information that the presence of the student organization on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student organization will be initiated within seven (7) business days.
4. **Administrative Leave.** The Equity Officer may implement an administrative leave for an employee in accordance with University Human Resources Policies. Administrative leave for an employee is not an Emergency Removal under this policy.
9. **Employees and Students Participating in the Equity Resolution Process.** All University employees and students must be truthful when making any statement or providing any information or evidence to the University throughout the process, including but not limited to the Investigator, Equity Officer, Provost (or Designee), the Hearing Panel, and/or the Equity Resolution Appellate Officer, and all documentary evidence must be genuine and accurate. False statements or fraudulent evidence or refusal to cooperate with the Investigator, Equity Officer, Provost (or Designee), Hearing Panel, and/or the Equity Resolution Appellate Officer by an employee may be the basis for personnel action pursuant to CRR 370.010 or HR 601, or other applicable University policies, or if by a student may be the basis for disciplinary action pursuant to the provisions of CRR 200.010. However, this obligation does not supersede nor expand any rights the individual may have under applicable state or federal statutory law or the U.S. Constitution. For purposes of this policy, "refusal to cooperate" does not include refusal to participate in any proceedings involving sex discrimination. The fact that a determination has been made that a Respondent has or has not violated any policy is not sufficient grounds, by itself, to declare that a false statement or fraudulent evidence has been provided by a Party or witness. No employee or student, directly or through others, should take any action which may interfere with the investigation. Employees and students are prohibited from attempting to or actually intimidating or harassing any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.
10. **Rights of the Parties in the Equity Resolution Process**

1. To be treated with respect by University officials.
2. To be free from retaliation.
3. To have access to University support resources (such as counseling and mental health services and University health services).
4. To request a no contact directive between the Parties.
5. To have an Equity Support Person of the Party's choice accompany the Party to all interviews, meetings, and proceedings throughout the Equity Resolution Process.
6. To refuse to have an allegation resolved through Conflict or Administrative Resolution Processes.
7. To receive prior to a hearing or other time of determination regarding responsibility, an investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and written response.
8. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
9. To have Complaints heard in substantial accordance with these procedures.
10. To receive written notice of any delay of the process or limited extension of time frames.

11. To be informed of the finding, rationale, sanctions and remedial actions.
12. To report the matter to law enforcement (if applicable) and to have assistance in making that report.
13. To have an opportunity to request reconsideration of the summary determination ending the process, and appeal the determination of a hearing panel or decision-maker.
14. When the Complainant is not the reporting Party, the Complainant has full rights to participate in any Equity Resolution Process.
15. Additional Rights for Students as a Party:
  1. To request reasonable housing, living and other accommodations and remedies consistent with Section 600.040.H.
  2. To receive amnesty for minor student misconduct that is ancillary to the incident, at the discretion of the Equity Officer.

16. Additional Rights for Hearing Panel Resolution:

1. To receive notice of a hearing.
2. To have the names of witnesses that may participate in the hearing and copies of all documentary evidence gathered in the course of the investigation and any investigative report prior to the hearing.
3. To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
4. To have present an Equity Support Person during the hearing and to consult with such Equity Support Person during the hearing.
5. To request to have an Equity Support Person of the University's selection appointed for a Student Party where the Student Party does not have an Equity Support Person of their own choice at a hearing.
6. To testify at the hearing or refuse to testify at the hearing.
7. To have an equal opportunity to present witnesses and documents deemed relevant by the Hearing Panel Chair, and to question witnesses present and testifying at the hearing.
8. To request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other.

11. **Role of Equity Support Persons.** Each Complainant and Respondent is allowed to have one Equity Support Person of their choice present with them for all Equity Resolution Process interviews, meetings and proceedings. The Parties may select whomever they wish to serve as their Equity Support Person, including an attorney or parent. If requested by a Student Party, the Equity Officer may assign an Equity Support Person to explain the Equity Resolution process and attend interviews, meetings and proceedings with a Student Party. University Equity Support Person(s) are administrators, faculty, or staff at the University trained on the Equity Resolution Process. The Parties may not require that the assigned Equity Support Person have specific qualifications such as being an attorney. An Equity Support Person cannot be called upon as a witness by a Party in a hearing to testify about matters learned while that individual was acting in their capacity as an Equity Support Person. The Equity Support Person may not make a presentation or represent the Complainant or Respondent during the hearing. At the hearing, the Parties are expected to ask and respond to questions on their own behalf, without representation by the Equity Support Person. The Equity Support Person may consult with the Party quietly or in writing, or outside the hearing during breaks, but may not speak on behalf of the Party to the hearing panelists. If the Equity Support Person fails to follow these guidelines, they will be warned or dismissed from the hearing at the discretion of the Hearing Panel Chair.
12. **Investigation.** Upon the initiation of a formal investigation, the Equity Officer will promptly appoint a trained Investigator or a team of trained Investigators to investigate the Complaint. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University. The University cannot access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, or other recognized professional or

paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party, unless the University obtains that Party's voluntary, written consent to do so for use in the Equity Resolution process.

The Parties are not prohibited from discussing the allegations under investigation or from gathering and presenting relevant evidence. The Parties may present witnesses and other inculpatory and exculpatory evidence; all such evidence must be relevant.

A Party whose participation is expected or invited at a hearing, interview, or other meeting, shall receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.

The Parties may be accompanied to any related meeting or interview by an Equity Support Person of their choice, who may be, but is not required to be, an attorney; however, the Equity Support Person may only participate in the proceedings as set forth in this policy.

The Investigator(s) will make reasonable efforts to conduct interviews with the Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The Investigator(s) will provide an investigative report to the Equity Officer. This report may contain the Investigator's observations regarding the credibility of the Complainant, the Respondent, and any witnesses interviewed.

The final investigative report will fairly summarize the relevant evidence.

All investigations will be thorough, reliable and impartial. All interviews shall be recorded. In the event that recording is not possible due to technological issues, the investigator shall take thorough notes and such notes shall be provided to the Parties in lieu of recordings. The investigator shall document the reason the recording was not possible and such documentation shall become part of the Record of the Case.

The investigation of reported discrimination or harassment should be completed expeditiously, normally within thirty (30) business days of the filing of the Complaint. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint.

13. **Impact of Optional Report to Law Enforcement.** A delay may also occur when criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law enforcement agency. However, University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that such charges have been dismissed or reduced.

The Equity Officer will not wait for the conclusion of a criminal investigation or criminal proceeding to begin the Equity Resolution process. However, an Equity investigation and resolution process may be temporarily delayed for good cause, which can include concurrent law enforcement activity. In such instances, written notice of the delay or extension with reasons for the action will be sent to each Party.

If delayed, the Equity Officer will promptly resume the Equity investigation as soon as notified by the law enforcement agency that it has completed the evidence-gathering process. The Equity Officer will implement appropriate supportive measures during the law enforcement agency's investigation period to provide for the safety of all Parties, the University community and the avoidance of retaliation, discrimination, or harassment.

14. **Summary Resolution.** During or upon completion of investigation, the Equity Officer will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution, but is provided to the Parties at either the Administrative Resolution or Hearing Panel Resolution. Based on that review, the Equity Officer will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer determines that there is a sufficient basis to proceed with the Complaint, then the Equity Officer will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer determines that there is an insufficient basis to proceed with the Complaint, then the process will end and the Complainant and Respondent will simultaneously be sent

written notification of the determination and advised of their right to request reconsideration. The Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that the Equity Resolution Appellate Officer reconsider summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution Appellate Officer decides there is a sufficient basis to proceed with the Complaint, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Equity Resolution Appellate Officer will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer that there is not a sufficient basis to proceed with the Complaint, then the process will end and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

15. **Conflict Resolution.** The Parties may choose to engage in Conflict Resolution at any time during the Equity Resolution Process. The decision of the Parties to engage in Conflict Resolution must be voluntary, informed, and in writing. The Parties are not required to engage in Conflict Resolution as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right. The Parties are not required to waive their right to an investigation of a Complaint or a right to a hearing. It is not necessary to pursue Conflict Resolution prior to pursuing the Administrative or Hearing Panel Resolution Process and either Party can stop the Conflict Resolution Process at any time and request either the Administrative Resolution Process or Hearing Panel Resolution Process. Conflict Resolution is never available to resolve allegations that an employee sexually harassed or engaged in sexual misconduct with a student. Upon receiving a request for Conflict Resolution, the Equity Officer will determine if Conflict Resolution is appropriate based on the willingness of the Parties, the nature of the conduct at issue and the susceptibility of the conduct to Conflict Resolution.

In Conflict Resolution, which includes mediation or facilitated dialogue, a neutral facilitator will foster dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Equity Support Person may attend the Conflict Resolution meeting. The Parties will abide by the terms of the agreed upon resolution. Failure to abide by the terms of the agreed upon resolution may be referred to the Equity Officer for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer will keep records of any Conflict Resolution that is reached.

In the event the Parties are unable to reach a mutually agreeable resolution, the matter will be referred back to the Administrative or Hearing Panel Resolution process. The content of the Parties' discussion during the Conflict Resolution Process will be kept confidential in the event the matter proceeds to the Administrative or Hearing Panel Resolution processes. The Parties' agreement to participate in, refusal to participate in, or termination of participation in Conflict Resolution shall not be factors in any subsequent decisions regarding whether a policy violation occurred.

Among the resolutions which may be reached at this stage (or at any point prior to a finding through Administrative or Hearing Panel Resolution), the Respondent may voluntarily request to permanently separate from the University of Missouri System. If the Equity Officer accepts the Respondent's proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Equity Resolution process.

16. **Procedural Details for Administrative Resolution and Hearing Panel Resolution.** For both the Administrative Resolution and Hearing Panel Resolution, which are described in more detail below, the following will apply:

1. The standard of proof will be “preponderance of the evidence,” defined as determining whether evidence shows it is more likely than not that a policy violation occurred.
2. The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Equity Resolution process.
3. The decision-maker has the discretion to determine the relevance of any witness or documentary evidence and may exclude information that is irrelevant, immaterial, cumulative, or more prejudicial than informative. In addition, the following rules shall apply to the introduction of evidence:
  1. Questions and evidence about the Complainant’s pre-disposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior are offered to prove that someone other than the Respondent committed conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.
  2. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party’s character is of limited utility and shall not be admitted unless deemed relevant by the decision-maker.
  3. Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the decision-maker.
  4. A Party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party’s express consent.
  5. The decision-maker shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
4. The Respondent may not directly question the Complainant and the Complainant may not directly question the Respondent. However, if both Complainant and Respondent request the opportunity, direct questioning between the Parties will be permitted in the Hearing Panel Resolution Process. Otherwise written questions will be directed to the Chair in the Hearing Panel Resolution Process, and those questions deemed appropriate and relevant will be asked on behalf of the requesting Party.
5. In the Administrative Resolution Process, the Respondent and the Complainant may provide a list of questions for the decision-maker to ask the other Party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting Party; answers to such questions will be shared with the requesting Party.
6. At any time prior to the deadline in the Notice of Administrative Resolution, the Complainant and/or the Respondent may request that the Complaint shift from the Administrative Resolution process to the Hearing Panel Resolution process. Upon receipt of such timely request from either Party, the Complaint will shift to the Hearing Panel Resolution Process.
7. The Resolution Processes may proceed regardless of whether the Respondent chooses to participate in the investigation, the finding or the hearing.
8. The Administrative Resolution or Hearing Panel Resolution Process will normally be completed within a reasonably prompt time period, not to exceed one hundred twenty (120) days, following the Equity Officer’s receipt of a Complaint. Unusual delays will be promptly communicated to both Parties.
9. For good cause, the decision-maker may, in their discretion, grant reasonable extensions to the time frames and limits provided.



## 17. Administrative Resolution:

1. Administrative Resolution can be pursued for any behavior that falls within the University's Anti-Discrimination Policies. Administrative Resolution may be used when both Parties elect to resolve the Complaint using the Administrative Resolution Process.
2. The Administrative Resolution process consists of:
  1. A prompt, thorough and impartial investigation;
  2. A separate meeting with each Party and their Equity Support Person, if any, and the decision-maker, if requested;
  3. A written finding by the decision-maker on each of the alleged policy violations:
    - (1) For Faculty Respondents by the Provost (or Designee)
    - (2) For Student/Student Organization Respondents by the Equity Officer
  4. A written finding on sanctions for findings of responsibility:
    - (1) For Faculty Respondents by the Provost
    - (2) For Student/Student Organization Respondents by the Equity Officer
3. At least fifteen (15) business days prior to meeting with the decision-maker, or if no meeting is requested, at least fifteen (15) business days prior to the decision-maker rendering a finding(s), the decision-maker will send a letter (Notice of Administrative Resolution) to the Parties containing the following information:
  1. A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
  2. The name of the decision-maker.
  3. Reference to or attachment of the applicable procedures.
  4. A copy of the final investigative report.
  5. The option and deadline of ten (10) business days from the date of the notice to request a meeting with the decision-maker.
  6. An indication that the Parties may have the assistance of an Equity Support Person of their choosing at the meeting with the decision-maker, though the Equity Support Person's attendance at the meeting is the responsibility of the respective Parties.
  7. The option and the deadline of ten (10) business days from the date of the Notice to request in writing that the matter be referred to the Hearing Panel Resolution process. If neither Party requests the Hearing Panel Resolution Process within the required time period, the matter will be decided through the Administrative Resolution Process and the right to the Hearing Panel Resolution Process is waived.
4. The Notice of Administrative Resolution will be sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual to their University-issued email account or 3) when sent via the alternate method of notification specified by the Party.
5. Within ten (10) business days from the date of the Notice of Administrative Resolution, the Parties have the right to have the matter referred to the Hearing Panel Resolution Process. If neither Party requests the Hearing Panel Resolution Process within the required time period, the matter will be decided through the Administrative Resolution Process and the right to the Hearing Panel Resolution Process is waived.
6. The decision-maker can, but is not required to, meet with and question the Investigator and any identified witnesses. The decision-maker may request that the Investigator conduct additional interviews and/or gather additional information. The decision-maker will attempt to meet separately with the Complainant and the Respondent, and their Equity

Support Person, if any, to review the alleged policy violations and the investigative report. The Respondent may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If the Respondent admits responsibility, in whole or in part, the decision-maker will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the decision-maker will render a finding utilizing the preponderance of the evidence standard. For Faculty Respondents, the Provost's Designee may recommend appropriate sanctions and remedial actions but only the Provost will find sanctions or remedial actions. The findings and sanctions are subject to appeal.

7. The decision-maker will inform the Respondent and the Complainant simultaneously of the finding on each of the alleged policy violations and the finding of sanctions, if applicable, in writing by email to the Party's University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual to their University-issued email account or 3) when sent via the alternate method of notification specified by the Party.
8. Either Party may appeal a decision under Administrative Resolution in accordance with Section T of this policy.

#### 18. Hearing Panel Resolution

1. **Equity Resolution Hearing Panelist Pool.** Each University will create and annually train a pool of not less than five (5) faculty and five (5) administrators and/or staff to serve as hearing panel members in the Hearing Panel Resolution Process. The faculty hearing panel members selected by the Chancellor (or Designee) shall be selected from a list of no less than ten (10) faculty members proposed by the faculty council/senate. Panelists are selected by the Chancellor (or Designee) and serve a renewable one-year term. Selection of hearing panel pool members shall be made with an attempt to recognize the diversity of the University community. Hearing Panel members from one University may be asked to serve on a hearing panel involving another University. The Chancellor (or Designee) will select a Hearing Panelist Pool Chair ("Pool Chair"). The Pool Chair randomly selects and coordinates the hearing panel members to serve on the Hearing Panel for a specific Formal Complaint. The Pool Chair may serve as a panel member for a specific Formal Complaint. Administrators, faculty, and staff will be removed from the Hearing Panelist Pool if they fail to satisfy the annual training requirements, as determined by the Equity Officer. Under such circumstances, the Equity Officer will notify the Chancellor (or Designee), who will inform the administrator, faculty, or staff member of the discontinuation of their term.
2. **Equity Resolution Hearing Panel ("Hearing Panel").** When a Complaint is not resolved through the Administrative Resolution Process, the Hearing Panelist Pool Chair will randomly select three (3) members from the Hearing Panelist Pool to serve on the specific Hearing Panel. A good faith attempt will be made for the Hearing Panel to include at least one faculty member and one administrator or staff member. Up to two (2) alternates may be designated to sit in throughout the process as needed. The University reserves the right to have its attorney present during the hearing and during deliberations to advise the Hearing Panel.
3. **Notice of Hearing.**
  1. At least twenty (20) business days prior to the hearing, the Equity Officer will send a letter (Notice of Hearing) to the Parties with the following information:
    - (1) A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
    - (2) A description of or attachment of the applicable procedures.
    - (3) A statement that the Parties may have the assistance of an Equity Support Person of their choosing, at the hearing; at the hearing, though the Equity Support Person's attendance at the hearing is the responsibility of the respective Parties.

- (4) The time, date and location of the hearing.
- (5) A list of the names of each of the Hearing Panel members and alternates, and information on how to raise an objection to any member of the Hearing Panel and the timeline in which to raise any objections.
- (6) A copy of the final investigative report and exhibits.
- (7) Notification to the Parties that all of the evidence gathered in the course of the investigation that is directly related to the allegations is available to the Parties and instructions regarding how to request access to that information.
- (8) Notice that the Parties may request a virtual hearing and/or any necessary accommodations.

- 2. The Notice of Hearing letter will be sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.

**4. Pre-Hearing Witness List and Documentary Evidence.**

- 1. At least fifteen (15) business days prior to the hearing, the Complainant and Respondent will provide to the Investigator a list of the names of the proposed witnesses and copies of all proposed documentary evidence that a Party intends to call or use at the hearing.
- 2. At least ten (10) business days prior to the hearing, the Investigator will provide to each Party the names of proposed witnesses and proposed documentary evidence that the other Party intends to call or use at the hearing.
- 3. No employee or student, directly or through others, should take any action which may interfere with the investigation or hearing procedures. Employees and students are prohibited from attempted or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.
- 4. At least five (5) business days prior to the hearing date, the final investigative report and all exhibits will be provided to the Hearing Panel members.

**5. Objection to or Recusal of Hearing Panel Member.**

- 1. Hearing Panel members shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. If a Hearing Panel member feels that they have a conflict of interest or bias, or cannot make an objective determination, they must recuse themselves from the proceedings in advance of the hearing.
- 2. The Parties will have been given the names of the Hearing Panel members in the Notice of Hearing. Should any Complainant or Respondent object to any panelist, they must raise all objections, in writing, to the Equity Officer at least fifteen (15) business days prior to the hearing.
- 3. Hearing panel members will only be unseated and replaced if the Equity Officer concludes that good cause exists for the removal of a panel member. Good cause may include, but is not limited to, bias that would preclude an impartial hearing or circumstances in which the Hearing Panel member's involvement could impact the Party's work or learning environment due to current or potential interactions with the Hearing Panel member (e.g., a panel member being in the same department as either Party). If the Equity Officer determines that a Hearing Panel member should be unseated and replaced, then the Equity Officer will ask the Hearing Panel Pool Chair to randomly select another member from the pool to serve on the Hearing Panel. The Equity Officer will provide a written response to all Parties addressing any objections to the Hearing Panel members.

- 6. **Request for Alternative Attendance or Questioning Mechanisms.** The Chair of the Hearing Panel, in consultation with the Parties and investigators, may decide in advance

of the hearing that certain witnesses do not need to be physically present if their testimony can be adequately summarized by the Investigator(s) in the investigative report or during the hearing. All Parties will have ample opportunity to present facts and arguments in full and question all present witnesses during the hearing, though formal cross-examination is not used between the Parties.

All hearings will be live. However, at the request of either Party, or by the University's designation, the live hearing may occur with the Parties located in separate rooms with technology enabling the Hearing Panel and their legal advisor, if any, the Parties and their Equity Support Person, and the Investigator, to simultaneously see and hear the Party or the witness answering questions. Should any hearing take place in this manner, the Equity Officer (or Designee) shall be in charge of the technology during the hearing. The University will make reasonable accommodations for the Parties in keeping with the principles of equity and fairness.

7. **Requests to Reschedule the Hearing Date.** For good cause, the Chair of the Hearing Panel may grant requests to reschedule the hearing date.
8. **Conduct of Hearing.** The Chair of the Hearing Panel ("Chair" in this subsection) shall preside at the hearing, call the hearing to order, call the roll of the Hearing Panel and alternates in attendance, ascertain the presence or absence of the Investigator, the Complainant and the Respondent, confirm receipt of the Notice of Allegations and Notice of Hearing by the Parties, report any extensions requested or granted, and establish the presence of any Equity Support Persons. Formal rules of evidence shall not apply.
  1. **Order of Evidence.** The order of evidence shall be the following:
    - (1) **Investigator's Report and Testimony.** The Investigator(s) will first present the written investigative report and may give a narrative report of the investigation, and then be subject to questioning by the Complainant, the Respondent and the Hearing Panel. The Investigator(s) may also call witnesses who will be subject to questioning by the Investigator, the Complainant, the Respondent and the Hearing Panel. The Investigator may also submit documentary evidence. The investigator(s) will remain present during the entire hearing process.
    - (2) **Complainant's Evidence.** The Complainant may give testimony and be subject to questioning by the Investigator, the Respondent (through the Hearing Panel Chair as discussed in Section 600.040.P above) and the Hearing Panel. The Complainant may also call and question witnesses who may also then be questioned by the Respondent, the Investigator and the Hearing Panel. The Complainant may also submit documentary evidence.
    - (3) **Respondent's Evidence.** The Respondent may give testimony and be subject to questioning by the Investigator, the Complainant (through the Chair as discussed in Section 600.040.P above) and the Hearing Panel. The Respondent may also call and question witnesses who may also then be questioned by the Complainant, the Investigator and the Hearing Panel. The Respondent may also submit documentary evidence.
    - (4) **Record of Hearing.** The Chair of the Hearing Panel shall arrange for recording of the hearing, whether by audio, video, digital or stenographic means. The recording of the hearing will become part of the Record of the Case in the Section 600.040 Process.
9. **Process Rules and Rights of the Hearing Panel.**
  1. The relevancy and admissibility of any evidence offered at the hearing shall be determined by the Chair, whose ruling shall be final, unless the Chair shall present the question to the Hearing Panel at the request of a member of the Hearing Panel, in which event, the ruling of the Hearing Panel by majority vote shall be final.
  2. To question witnesses or evidence introduced by the Investigator, the Complainant or the Respondent at any time during the hearing process.

3. To call additional witnesses and submit documentary evidence.
4. To exclude a witness proposed by the Investigator, the Complainant or the Respondent if it is determined their testimony would be redundant or not relevant.
5. To dismiss any person from the hearing who interferes with or obstructs the hearing or fails to abide by the rulings of the Chair of the Hearing Panel.
6. To have present a legal advisor to the Hearing Panel, who shall be designated by the Office of the General Counsel.
7. To have the names of witnesses that may be called by the Investigator, the Complainant and the Respondent, all relevant documentary evidence that may be introduced by those Parties, and a complete copy of the investigative report at least five (5) business days prior to the hearing.
8. Procedural questions which arise during the hearing and which are not covered by these general rules shall be determined by the Chair, whose ruling shall be final unless the Chair shall present the question to the Hearing Panel at the request of a member of the Hearing Panel, in which event, the ruling of the Hearing Panel by majority vote shall be final.

**10. Findings of the Hearing Panel.**

1. The Hearing Panel will deliberate with no others present, except any legal advisor to the Hearing Panel, to find whether the Respondent is responsible or not responsible for the policy violation(s) in question. The Hearing Panel will base its finding on a preponderance of the evidence (i.e., whether it is more likely than not that the Respondent committed each alleged violation).
2. If a Student or Student Organization Respondent is found responsible by a majority of the Hearing Panel, the Hearing Panel will determine the appropriate sanctions which will be imposed by the Equity Officer. If a Faculty Respondent is found responsible by a majority of the Hearing Panel, the Hearing Panel will recommend appropriate sanctions to the Provost, who will determine and impose the appropriate sanctions.
3. The Hearing Panel Chair will prepare a written determination regarding responsibility ("Hearing Panel Decision") and deliver it to the Provost (or Designee) (for Faculty Respondents) or the Equity Officer (for Student Respondents) detailing the following:

(1) Identification of the allegations potentially constituting discrimination or harassment, as defined in CRR 600.010, and the determination of the Hearing Panel.

(2) A description of the procedural steps taken from the receipt of the Complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence and hearings held;

(3) Findings of fact supporting the determination and any information the Hearing Panel excluded from its consideration and why;

(4) Conclusions regarding the application of the University's Anti-Discrimination policies to the facts;

(5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;

(6) For Student Respondents, any disciplinary sanctions to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education programs or activities will be provided by the University to the Complainant;

(7) For Faculty Respondents, any disciplinary sanctions the Hearing Panel recommends to be imposed on the Respondent and any recommended remedies designed to restore or preserve equal access to the University's education programs or activities to be provided by the University to the Complainant; and

(8) The procedures and permissible bases for the Complainant and the Respondent to appeal.

4. The Hearing Panel Decision will be provided to the Equity Officer (for Student Respondents) within five (5) business days of the end of deliberations. The Hearing Panel Decision will be provided to the Provost (or Designee) (for Faculty Respondents) within five (5) business days of the end of deliberations.
5. The Provost (or Designee) (for Faculty Respondents) or the Equity Officer (for Student Respondents) will inform the Respondent and the Complainant simultaneously of the Hearing Panel Decision and the Provost's finding of sanctions, if applicable, within five (5) business days of receipt of the Hearing Panel Decision; such notification will be sent in writing by email to the Party's University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual to their University-issued email account or 3) when sent via the alternate method of notification specified by the Party.
6. The Hearing Panel Decision will become final either on the date that the Parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.
7. The Equity Officer is responsible for effective implementation of any remedies.

#### **19. Sanctions and Remedial Actions.**

1. **Factors Considered When Finding Sanctions/Remedial Actions.** When recommending or imposing sanctions and/or remedial actions, factors to consider include but are not limited to the following:

1. The nature, severity of, and circumstances surrounding the violation;
2. The disciplinary history of the Respondent;
3. The need for sanctions/remedial actions to bring an end to the conduct;
4. The need for sanctions/remedial actions to prevent the future recurrence of conduct;
5. The need to remedy the effects of the conduct on the Complainant and the University community; and
6. Any other information deemed relevant by the decision-maker(s).

2. **Types of Sanctions.**

1. The following sanctions may be imposed upon any Faculty Member found to have violated the University's Anti-Discrimination Policies. Multiple sanctions may be imposed for any single violation. Sanctions include but are not limited to:
  - (1) Warning - verbal or written;
  - (2) Performance Improvement Plan;
  - (3) Required counseling;
  - (4) Required training or education;
  - (5) Loss of annual pay increase;
  - (6) Loss of supervisory responsibility;
  - (7) Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions;
  - (8) For Non-Regular Faculty, immediate termination of term contract and employment;
  - (9) For Regular, Untenured Faculty, immediate termination of term contract and employment. Notice of not reappointing would not be required;
  - (10) Suspension without pay;
  - (11) Non-renewal of appointment; and

(12) For Regular, Tenured Faculty, suspension without pay, removal from campus and referral to the Chancellor to initiate dismissal for cause as detailed in Section 310.060 of the Collected Rules and Regulations.

2. The following sanctions may be imposed upon any Respondent Student or Respondent Student Organization found to have violated the University's Anti-Discrimination Policies. Multiple sanctions may be imposed for any single violation. Sanctions include but are not limited to:

(1) **Warning.** A notice in writing to the Respondent Student or Respondent Student Organization that there is or has been a violation of institutional regulations.

(2) **Probation.** A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the Respondent Student or Respondent Student Organization is found to be violating any institutional regulation(s) during the probationary period.

(3) **Loss of Privileges.** Denial of specified privileges for a designated period of time.

(4) **Restitution.** Compensating the University for loss, damage, or injury to University property. This may take the form of appropriate service and/or monetary or material replacement.

(5) **Discretionary Sanctions.** Work assignments, service to the University, or other related discretionary assignments, or completion of educational programming or counseling.

(6) **Residence Hall Suspension.** Separation of the Respondent Student from the residence halls for a definite period of time, after which the Respondent Student is eligible to return. Conditions for readmission may be specified.

(7) **Residence Hall Expulsion.** Permanent separation of the Respondent Student from the residence halls.

(8) **Campus Suspension.** Respondent Student is suspended from being allowed on a specific University campus for a definite period of time. Logistical modifications consistent with the sanction imposed, may be granted at the discretion of the Chief Student Affairs Officer (or Designee).

(9) **University System Suspension.** Separation of the Respondent Student from the University System for a definite period of time, after which the Respondent Student is eligible to return. Conditions for readmission may be specified.

(10) **Withdrawal of Recognition.** Respondent Student Organization loses its Official Approval as a recognized student organization. May be either temporary or permanent.

(11) **University System Expulsion.** Permanent and complete separation (i.e., not eligible for online courses either) of the Respondent Student from the University System.

3. **Remedial Actions.** The following remedial actions may also be imposed to address the effects of the violation(s) of the University's Anti-Discrimination Policies on the Complainant. Such remedial actions will vary depending on the circumstances of the policy violation(s), but may include:

(1) Where the Complainant is a student:

- (a) Permitting the student to retake courses;
- (b) Providing tuition reimbursement;
- (c) Providing additional academic support;
- (d) Removal of a disciplinary action; and
- (e) Providing educational and/or on-campus housing accommodations.

(2) Where the Complainant is an employee:

- (a) Removal of a disciplinary action;
- (b) Modification of a performance review;
- (c) Adjustment in pay;
- (d) Changes to the employee's reporting relationships; and
- (e) Workplace accommodations.

In addition, the University may offer or require training and/or monitoring as appropriate to address the effects of the violation(s) of the University's Anti-discrimination Policies.

4. **When Implemented.**

- (1) Sanctions imposed against Student Respondents are stayed until the end of any appeal period or once an appeal, if any, is final, unless the Equity Officer determines the sanctions should be imposed immediately.
- (2) Sanctions against Staff Respondents shall be implemented immediately.
- (3) Sanctions against Faculty Respondents shall be implemented immediately; however, for Regular, Tenured Faculty Respondents, the sanction of suspension without pay will be a suspension with pay while the appeal is pending, but not for the duration of any dismissal for cause proceedings.
- (4) When the sanction is termination, actual termination will be stayed until the end of any appeal period or once an appeal, if any, is final; however, the Respondent will be suspended without pay during any appeal period or once an appeal, if any, is final.

3. **Withdrawal While Charges Pending.** Should a Respondent decide to leave the University and not participate in the investigation and/or hearing without signing a Voluntary Permanent Separation and General Release Agreement and without the approval of the Equity Officer, the Complaint may be dismissed, or the Equity Officer may determine that the process will nonetheless proceed in the Respondent's absence to a reasonable resolution and, if the Respondent is found responsible, the Respondent will not be permitted to return to the University unless all sanctions have been satisfied.

20. **Appeal.** Both Complainant and Respondent are allowed to appeal a determination regarding responsibility in the Administrative Resolution Process or the finding(s) in the Hearing Panel Resolution Process.

1. **Grounds for appeal.** Grounds for appeals are limited to the following:

- 1. A procedural irregularity that affected the outcome of the matter (e.g., material deviation from established procedures, etc.);
- 2. To consider new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter;
- 3. The Equity Officer, Investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; or
- 4. The sanctions fall outside the range typically imposed for this offense, or for the cumulative conduct record of the Respondent.

2. **Requests for Appeal.** Both the Complainant and the Respondent may appeal to the Equity Resolution Appellate Officer. The Equity Resolution Appellate Officer must not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent; if the Equity Resolution Appellate Officer does not believe that they can make an objective decision about an appeal, they should recuse themselves. For Student and Student Organization Respondents, the Chancellor (or Designee) shall appoint an alternate Equity Resolution Appellate Officer to hear the pending appeal; For Faculty Respondents, the President (or Designee) shall appoint an alternate Equity Resolution Appellate Officer to hear the pending appeal. All requests for appeal must be submitted in writing to the Equity Resolution Appellate Officer within five



(5) business days of the delivery of the Notice of Administrative Resolution or Hearing Panel Decision. When any Party requests an appeal, the other Party will be notified and receive a copy of the request for appeal from the Equity Resolution Appellate Officer.

3. **Response to Request for Appeal.** Within five (5) business days of the delivery of the notice and copy of the request for appeal, the non-appealing Party may file a response to the request for appeal. The response can address that sufficient grounds for appeal have not been met and/or the merits of the appeal.
4. **Review of the Request to Appeal.** The Equity Resolution Appellate Officer will make an initial review of the appeal request(s). The Equity Resolution Appellate Officer will review the request for appeal to determine whether:
  1. The request is timely;
  2. The appeal is on the basis of any of the articulated grounds listed above; and
  3. When viewed in the light most favorable to the appealing Party, the appeal states grounds that could result in an adjusted finding or sanction.

The Equity Resolution Appellate Officer will reject the request for appeal if any of the above requirements are not met. The decision to reject the request for appeal is final and further appeals and grievances are not permitted. The Equity Resolution Appellate Officer will render a written decision whether the request for appeal is accepted or rejected within fifteen (15) business days from receipt of the request for appeal. If no written decision is provided to the Parties within fifteen (15) business days from receipt of the request, the appeal will be deemed accepted.

5. **Review of the Appeal.** If all three requirements for appeal listed in Paragraph 4 above are met, the Equity Resolution Appellate Officer will accept the request for appeal and proceed with rendering a decision on the appeal applying the following additional principles:
  1. Appeals are not intended to be full re-hearings of the Complaint and are therefore deferential to the original findings. In most cases, appeals are confined to a review of the written documentation and Record of the Case, Administrative Resolution determination, or Hearing Panel Resolution, and relevant documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original decision-maker for reconsideration.
  2. The Equity Resolution Appellate Officer will normally render a written decision on the appeal to all Parties within ten (10) business days from accepting the request for appeal. In the event the Equity Resolution Appellate Officer is unable to render a written decision within ten (10) business days from accepting the request for appeal, the Equity Resolution Appellate Officer will promptly notify the Parties in writing of the delay.
  3. Once an appeal is decided, the outcome is final. Further appeals and grievances are not permitted.
6. **Extensions of Time.** For good cause, the Equity Resolution Appellate Officer may grant reasonable extensions of time (e.g.: 7-10 business days) to the deadlines in the appeal process. The Equity Resolution Appellate Officer will notify the Parties in writing if such extensions are granted.
21. **Failure to Complete Sanctions/Comply with Interim and Long-term Remedial Actions.** All Respondents are expected to comply with all sanctions and remedial actions within the time frame specified. Failure to follow through on these sanctions and remedial actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions and remedial actions through the applicable process.
22. **Records.** In implementing this policy, records of all Complaints, resolutions (including Conflict resolution and result therefrom, and Administrative Resolution and result therefrom), and hearings will be kept by the Equity Officer. For the purpose of review or appeal, the Record of the Case will be accessible at reasonable times and places to the Respondent and the Complainant. The Record of the Case will be kept for seven (7) years following final resolution.

Each Equity Officer, including the Equity Officer for the academic medical center, shall maintain statistical, de-identified data on the race, gender and age of each Party to a Complaint for that university/ academic medical center, and will report such data on an annual basis to the President of the University of Missouri. Additionally, statistical data relating to each university in the University of Missouri System shall be reported on an annual basis to that university's Chancellor and chief officers for human resources, student affairs, and diversity, equity and inclusion; the academic medical center shall report such statistical data for the academic medical center on an annual basis to the Executive Vice-Chancellor for Health Affairs. Data relating to the University of Missouri System shall be reported on an annual basis to the University of Missouri System's chief officers for human resources, student affairs, and diversity, equity and inclusion.

23. **Dismissal for Cause Referral.** If the recommended sanction for a Regular, Tenured Faculty member is referral to the Chancellor to initiate Dismissal for Cause, the Record of the Case will be forwarded to the appropriate Faculty Committee on Tenure. Because the Dismissal for Cause proceeding is not a re-hearing of the Complaint, the Record of the Case will be included as evidence and the findings will be adopted for proceeding as detailed in Section 310.060: Procedures in Case of Dismissal for Cause in the Collected Rules and Regulations.

24. **Retaliation.** The University strictly prohibits retaliation against any person for making any good faith report of discrimination or harassment, or for filing, testifying, assisting, or participating in any investigation or proceeding involving allegations of discrimination or harassment. For matters involving discrimination or harassment other than sex discrimination under this policy, employees have an obligation to cooperate with University officials including the Investigator, Equity Officer, Provost (or Designee), Hearing Panel, and/or the Equity Resolution Appellate Officer. For matters involving sex discrimination under this policy, no person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by law, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for policy violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by law, constitutes retaliation.

The University must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of applicable law, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed with the Equity Officer in accordance with CRRs 600.010, 600.040, and 600.050. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to notify the Equity Officer. The University will promptly investigate all complaints of retaliation in accordance with this policy. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.

Charging an individual with a policy violation for making a materially false statement in bad faith in the course of any proceedings under this policy does not constitute retaliation provided, however that a determination regarding responsibility, alone, is not sufficient to conclude that any Party made a materially false statement in bad faith.

**600.050 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Staff Member or the University of Missouri - for matters involving conduct alleged to have occurred on or after August 14, 2020**

Bd. Min. 2-5-15; Amended 2-9-17 with effective date of 3-1-17; Amended 7-28-20 with an effective date of 8-14-20; Amended 2-4-21.

1. **General.** The University will promptly and appropriately respond to any report of violation of the University's Anti-Discrimination Policies. The procedures described below apply to such reports when the Respondent is a Staff Member, or when the Respondent is not an individual actor but rather the University of Missouri, one of the Universities within the University of Missouri System, or one of its or their educational programs, departments, or other institutional entities, except as noted herein. Further, when the report involves allegations against the President or a Chancellor, upon consultation between the Office of the General Counsel and the System Equity Officer, the investigation may be conducted by an outside investigator.  
This procedure does not govern complaints alleging discriminatory denial of coverage under any University health plan, which complaints shall be processed pursuant to the University's applicable grievance process. Further, this procedure does not apply to complaints alleging conduct that would be defined as sexual harassment under Section 600.020 of the Collected Rules and Regulations.
2. **Jurisdiction.** Jurisdiction of the University of Missouri generally shall be limited to conduct which occurs on the University of Missouri premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action, including, but not limited to, the imposition of sanctions under Section 600.050 of the Collected Rules and Regulations against Staff Members for conduct occurring in other settings, including off-campus, (1) in order to protect the physical safety of students, employees, and visitors or other members of the University community, (2) if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment, or (3) if the conduct occurs when the Staff Member is serving in the role of a University employee. The University may further take appropriate action, including, but not limited to, the imposition of remedial actions under Section 600.050 of the Collected Rules and Regulations for conduct occurring in other settings, including off-campus, (1) in order to protect the physical safety of students, employees, or visitors or other members of the University community, (2) if there are effects of the conduct that interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities or employment, or (3) if the conduct occurs when staff or faculty members are serving in the role of University employees.  
If a Complainant alleges or the investigation suggests that a discrimination or harassment policy violation as defined in Section 600.010 of the Collected Rules and Regulations occurred in concert with an alleged violation of the University's Title IX policies, the University shall have the authority to investigate and take appropriate action regarding the alleged violation(s) of the discrimination or harassment policy pursuant to University's Title IX process. If the allegation(s) in the Complaint that fall under the Title IX policy are dismissed, the University may discontinue the process under the Title IX policy and then proceed under this Equity Resolution Process for any remaining reports of alleged violation(s) of Section 600.010 in the Complaint.  
Further, if a Complainant simultaneously alleges or the investigation suggests that violations of the University's Anti-Discrimination Policies and disagreements arising from working relationships, working conditions, employment practices, or differences of interpretation of a policy, the University shall have the authority to investigate and take appropriate action regarding each of the Complainant's allegations pursuant to this Equity Resolution Process. In conducting such investigations, the Equity HR Officer or Equity Officer, and/or the Investigator may consult with and/or seek guidance from Human Resources staff or appropriate administrators as necessary.
3. **At-Will Employment Status.** Nothing contained in this policy is intended and no language contained herein shall be construed as establishing a "just cause" standard for imposing discipline, including but not limited to, termination of employment. Further, nothing contained in this policy is intended and no language contained herein shall be construed to alter in any manner whatsoever the at-will employment status of any at-will University employee.
4. **Definitions:**
  1. **Administrative Resolution.** The equity resolution process of a Complaint by making a finding on each of the alleged policy violations and finding on sanctions without a hearing.

2. **Complainant.** “Complainant” refers to the person alleged to have been subjected to discrimination or harassment in violation of the University’s Anti-Discrimination Policies. The University may serve as the Complainant when the person alleged to have been subjected to discrimination or harassment in violation of the University’s Anti-Discrimination Policies chooses not to act as the Complainant in the resolution process or requests that the Complaint not be pursued. If the University decides to pursue a claim of discrimination by a visitor, third party or applicant through the applicable Equity Resolution Process, the University will act as the Complainant. Former University Faculty or Staff members may act as the Complainant in the applicable Equity Resolution Process only when their employment is terminated and they allege that the termination of employment was discriminatory. For any other allegations of discrimination by former University Faculty or Staff members, the University will investigate and appropriately respond to reports of a violation of the University’s Anti-Discrimination Policies and if the University decides to pursue a claim of discrimination through the applicable equity resolution process, the University will act as the Complainant.
3. **Complaint.** A document prepared by the Equity Officer when a verbal or written report of alleged discrimination or harassment becomes known to the University, or a document filed and signed by a Complainant alleging discrimination or harassment against a Respondent and requesting that the University investigate the allegation.
4. **Conflict Resolution.** A voluntary resolution process using alternative dispute resolution mechanisms such as mediation, facilitated dialogue, or restorative justice.
5. **Designated Administrator.** Designated Administrators are administrators selected by the System Chief Diversity Officer to assist in the Administrative Resolution process.
6. **Equity Human Resources Officer (“Equity HR Officer”).** The Equity Human Resources Officers (“Equity HR Officer”) are trained human resources and/or equity administrators designated by either the Chancellor (or Designee) for University Staff Members and MU Health Staff Members or the President (or Designee) for System Staff Members to receive and assist with the investigation and resolution of reports or Complaints regarding violation of the University’s Anti-Discrimination Policies.
7. **Equity Officer.** The Equity Officer is a trained administrator designated by the Chancellor (or Designee) to receive and assist with the investigation and resolution of Complaints regarding violation of the University’s Anti-Discrimination Policies. All references to “Equity Officer” throughout this policy refer to the Equity Officer, or the Equity Officer’s designee.
8. **Equity Resolution Appellate Officers.** Equity Resolution Appellate Officers are trained, senior-level administrators who hear all requests for reconsideration of summary determination and appeals stemming from the Equity Resolution Process, and are designated by either the Chancellor (or Designee) for University Staff Members or Health System Staff Members Respondents, or the President (or Designee) for System Staff Members or University Respondents.
9. **Equity Support Person.** The individuals selected by a Party to provide support and guidance throughout the Equity Resolution Process. Each Party is allowed one Equity Support Person.
10. **Investigators.** Investigators are trained individuals appointed by the Equity Officer to conduct investigations of the alleged violations of the University’s Anti-Discrimination Policies.
11. **Parties.** The Complainant and the Respondent are collectively referred to as the Parties.
12. **Record of the Case.** The Record of the Case in the Section 600.050 Process includes, when applicable: Letter(s) of Notice, investigative report and exhibits; the finding on each of the alleged policy violations and sanctions by the decision-maker and the decision on appeal, including the request for appeal, any additional evidence submitted for appeal, and written arguments of the parties, if applicable.
13. **Report.** Any verbal or written communication or notice of an alleged violation of the University’s Anti-Discrimination Policies.
14. **Respondent.** “Respondent” refers to the staff member or members alleged to have violated the University’s Anti-Discrimination Policies, or the University of Missouri, one of the Universities within the University of Missouri System, or one of its or their academic

programs, departments, or other institutional entities, depending on the nature of the report. If the University of Missouri is the Respondent, the Equity Officer will designate the Respondent representative, consistent with the below guidelines:

1. For institutional complaints involving recruitment and admissions, the Respondent shall normally be represented by the Director of Admissions.
  2. For institutional complaints involving treatment in educational programs, the Respondent shall normally be represented by the appropriate department head.
  3. For institutional complaints involving nonacademic matters related to campus living and student life, the Respondent shall normally be represented by the appropriate administrative supervisor, department head, and/or director.
  4. For institutional complaints arising out of employment, the Respondent shall normally be represented by the supervisor, department head, or director of the employing unit.
  5. For institutional complaints relating to financial aid decisions, the Respondent shall normally be the Director of Student Financial Aid where the application for financial aid was originally filed or the award originally made.
15. **Staff Members.** Staff members include all Administrative, Service and Support Staff, which includes all regular employees, variable hour employees, nonregular employees, per diem employees as defined in Section 320.050.II of the Collected Rules and Regulations, and Subsidiary Employees as defined in Section 320.050.III. When academic administrators are acting in their administrative, at-will role, Complaints against them will be processed pursuant to this Equity Resolution Process.
  16. **Summary Resolution.** Resolution of the Complaint upon the determination by the Equity Officer that there is an insufficient basis to proceed with the Complaint that the Respondent violated the University's Anti-Discrimination Policies.
  17. **Supervisor.** The individual or individuals who have authority to terminate the Respondent's employment. If a supervisor has a conflict as determined by the Equity Officer, the Equity HR Officer will determine the appropriate manager to act as the Supervisor for purposes of this rule.
  18. **University's Anti-Discrimination Policies.** The University's Anti-Discrimination Policies include the Equal Employment/Education Opportunity and nondiscrimination Policy located at Section 600.010 of the Collected Rules and Regulations.
5. **Making a Report.** Any person (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment) may report discrimination or harassment to the Equity Officer. A report may be made in person, or at any time (including during non-business hours) by mail, by telephone, or by electronic mail, using the contact information listed for the Equity Officer, by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer receiving the person's verbal or written report. Individuals may also contact campus police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.
  6. **Preliminary Contact and Inquiry.** Upon receiving a report, the Equity Officer shall promptly contact the Complainant to discuss the availability of supportive measures as defined herein, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of availability of supportive measures with or without the filing of a Complaint, and explain to the Complainant the process for filing a Complaint. If the identity of the Complainant is unknown, the Equity Officer may conduct a limited investigation sufficient to identify to Complainant to the extent possible.  
In addition to making preliminary contact, the Equity Officer shall conduct a preliminary inquiry to gather enough information to make a threshold decision regarding whether the report describes a possible violation of the University's anti-discrimination policies.  
If the report describes a possible violation, the Equity Officer will refer the matter to the appropriate procedural process and provide appropriate supportive measures. If the report does not describe a possible violation, the matter will be referred to the appropriate non-Equity

process. Under those circumstances, the Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The preliminary inquiry shall be conducted promptly (typically within 7-10 business days) of receiving the report.

**7. Filing a Complaint.**

A Complaint is a document prepared by the Equity Officer after a verbal or written report of alleged discrimination or harassment becomes known to the University, or a document filed and signed by a Complainant alleging discrimination or harassment against a Respondent and requesting that the University investigate the allegation. As used herein, the phrase “document filed and signed by a complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Complaint.

All Complaints alleging discrimination or harassment under this policy will be investigated. The University may serve as the Complainant when the person alleged to have been subjected to discrimination or harassment in violation of the University’s Anti-Discrimination policies chooses not to act as the Complainant in the resolution process or requests that the Complaint not be pursued. If the University decides to pursue a report of discrimination by a visitor, third party or applicant through the applicable equity resolution process, the University will act as the Complainant. Where the Equity Officer prepares a Complaint, the Equity Officer is not a Complainant or otherwise a party under this policy.

The University may consolidate Complaints as to allegations of discrimination or harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other Party where the allegations of discrimination or harassment, arise of the same facts or circumstances. Where this process involves more than one Complainant or more than one Respondent, each Complainant and each Respondent shall be entitled and subject to all of the rights and obligations set forth herein.

**8. Notice of Allegations:**

1. Upon receipt of a Complaint, the Equity Officer, will provide a written notice to the known Parties that includes the following:

1. A description of the University’s available Equity Resolution processes, including Conflict Resolution;
2. Notice of the allegations of discrimination and/or harassment, including sufficient details known at the time. Sufficient details include the identities of the Parties involved in the incident, if known; the conduct allegedly constituting the discrimination and/or harassment; and the date and location of the alleged incident.
3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Equity Resolution process.
4. A statement notifying the Parties of the availability of supportive measures.
5. A statement notifying the Parties of their right to have an Equity Support Person of their choice, who may be, but is not required to be, an attorney.
6. A statement notifying the Parties that they may have an Equity Support Person selected by a Party accompany the Party to all meetings, interviews, and proceedings to provide support for the Party throughout the Equity Resolution Process.
7. A statement notifying the Parties that they will be permitted to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and including inculpatory or exculpatory evidence whether obtained from a Party or other source.

8. A statement notifying the Parties that they must be truthful when making any statement or providing any information or evidence to the University throughout the process, and all documentary evidence must be genuine and accurate. False statements and fraudulent evidence by an employee may be the basis for personnel action pursuant to CRR 370.010 or HR 601, or other applicable University policies, or for disciplinary action pursuant to CRR 200.010 for students.
  9. A statement that nothing in the Equity Process is intended to supersede nor expand any rights the individual may have under applicable state or federal statutory laws or the U.S. Constitution.
  10. A statement informing a Party that all notices hereafter will be sent via their University-issued email account, unless they provide to the Equity Officer an alternate method of notification. If a Party does not have a University-issued email account, all notices hereafter will be via U.S. Mail unless they provide the Equity Officer with a preferred method of notification.
2. The Notice of Allegations will be made in writing to the Parties by email to the Party's University-issued email account, with a read-receipt or reply email requested. If a read-receipt or reply email is not returned within three (3) business days or the Party does not have a University-issued email account, the Notice of Allegations shall be sent via U.S. Mail postage pre-paid to the last known address of the Party. Notice also may be provided in person to either Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual, or 3) when mailed.

#### 9. **Supportive Measures and Administrative Leave**

1. **Supportive Measures.** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Complaint. These measures are designed to restore or preserve equal access to the University's education programs, activities or employment without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter discrimination and harassment. The University will maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures. The Equity Officer is responsible for the effective implementation of supportive measures. Supportive measures may include:
  1. Referral and facilitating contact for the Complainant or Respondent for counseling or other support services.
  2. Mutual restrictions on contact between the Parties.
  3. Providing campus escort services to the Parties.
  4. Increased security and monitoring of certain areas of the campus.
  5. Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and/or Respondent, as appropriate.
  6. If either Party is a student:
    - (1) Referral of that Party to academic support services and any other services that may be beneficial to the Party.
    - (2) Adjusting the courses, assignments, and/or exam schedules of the Party.
    - (3) Altering the on-campus housing assignments, dining arrangements, or other campus services for the Party.
  7. Providing limited transportation accommodations for the Parties.
  8. Informing the Parties of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.

2. **Administrative Leave.** The Equity Officer may implement an administrative leave for an employee in accordance with University Human Resources Policies.
10. **Employees and Students Participating in the Equity Resolution Process.** All University employees and students must be truthful when making any statement or providing any information or evidence to the University throughout the process, including to the Investigator, the Equity HR Officer (or Designee), the Equity Officer, and/or the Equity Resolution Appellate Officer, and all documentary evidence must be genuine and accurate. False statements, fraudulent evidence or refusal to cooperate with the Investigator, the Equity HR Officer (or Designee), the Equity Officer, and/or the Equity Resolution Appellate Officer by an employee may be the basis for personnel action pursuant to CRR 370.010 or HR 601, or other applicable University policies, or if by a student may be the basis for disciplinary action pursuant to CRR 200.010. However, this obligation does not supersede nor expand any rights the individual may have under applicable state or federal statutory law or the U.S. Constitution. For purposes of this policy, “refusal to cooperate” does not include refusal to participate in any proceedings involving sex discrimination. The fact that a determination has been made that a Respondent has or has not violated any policy is not sufficient grounds, by itself, to declare that a false statement or fraudulent evidence has been provided by a Party or witness. No employee or student, directly or through others, should take any action which may interfere with the investigation. Employees and students are prohibited from attempted or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.
11. **Rights of the Parties in the Equity Resolution Process.**
1. To be treated with respect by University officials.
  2. To be free from retaliation.
  3. To have access to University support resources (such as counseling and mental health services and University health services).
  4. To request a no contact directive between the Parties.
  5. To have an Equity Support Person of the Party’s choice accompany the Party to all interviews, meetings, and proceedings throughout the Equity Resolution Process.
  6. To refuse to have an allegation resolved through Conflict Resolution Process.
  7. To receive prior to Administrative Resolution, an investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and written response.
  8. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
  9. To have Complaints heard in substantial accordance with these procedures.
  10. To receive written notice of any delay of the process or limited extension of time frames.
  11. To be informed of the finding, rationale, sanctions and remedial actions.
  12. To report the matter to law enforcement (if applicable) and to have assistance in making that report.
  13. To have an opportunity to request reconsideration of the summary determination ending the process, and appeal the determination of a decision-maker.
  14. When the Complainant is not the reporting Party, the Complainant has full rights to participate in any Equity Resolution Process under this policy.
  15. Additional Rights for Students as a Party:
    1. To request reasonable housing, living and other accommodations and remedies consistent with Section 600.050.I.
    2. To receive amnesty for minor student misconduct that is ancillary to the incident, at the discretion of the Equity Officer.
12. **Role of Equity Support Persons.** Each Complainant and Respondent is allowed to have one Equity Support Person of their choice present with them for all Equity Resolution Process interviews, meetings and proceedings. The Parties may select whomever they wish to serve as their Equity Support Person, including an attorney. An Equity Support Person is not required and any Party may elect to proceed without an Equity Support Person.



If Complainant is a student, they may request that the Equity Officer assign an Equity Support Person to provide support throughout the Equity Resolution Process. University Equity Support Person(s) are administrators, faculty, or staff at the University trained on the Equity Resolution Process. The Complainant may not require that the assigned Equity Support Person have specific qualifications such as being an attorney. An Equity Support Person cannot be called upon as a witness by a Party in a hearing to testify about matters learned while that individual was acting in their capacity as an Equity Support Person.

13. **Investigation.** Upon the initiation of a formal investigation, the Equity Officer will promptly appoint a trained Investigator or a team of trained Investigators to investigate the Complaint.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.

The University cannot access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party, unless the University obtains that Party's voluntary, written consent to do so for use in the Equity Resolution process.

The Parties are not prohibited from discussing the allegations under investigation or from gathering and presenting relevant evidence. The Parties may present witnesses and other inculpatory and exculpatory evidence; all such evidence must be relevant.

A Party whose participation is expected or invited at an interview or meeting shall receive written notice of the date, time, location, participants, and purpose of all meetings or investigative interviews with sufficient time for the Party to prepare to participate.

The Parties may be accompanied to any related meeting or proceeding by an Equity Support Person of their choice, who may be, but is not required to be, an attorney; however, the Equity Support Person may only participate in the proceedings as set forth in this policy.

The Investigator(s) will make reasonable efforts to conduct interviews with the Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The Investigator(s) will provide an investigative report to the Equity Officer. This report may contain the Investigator's observations regarding the credibility of the Complainant, the Respondent, and any witnesses interviewed.

The final investigative report will fairly summarize the relevant evidence.

All investigations will be thorough, reliable and impartial. All interviews shall be recorded. In the event that recording is not possible due to technological issues, the investigator shall take thorough notes and such notes shall be provided to the Parties in lieu of recordings. The investigator shall document the reason the recording was not possible and such documentation shall become part of the Record of the Case.

The investigation of reported discrimination or harassment should be completed expeditiously, normally within thirty (30) business days of the filing of the Complaint. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint.

14. **Impact of Optional Report to Law Enforcement.** A delay may also occur when criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law enforcement agency. However, University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that such charges have been dismissed or reduced.

The Equity Officer will not wait for the conclusion of a criminal investigation or criminal proceeding to begin the Equity Resolution process. However, an Equity investigation and resolution process may be temporarily delayed for good cause, which can include concurrent law enforcement activity. In such instances, written notice of the delay or extension with reasons for the action will be sent to each Party.

If delayed, the Equity Officer will promptly resume the Equity investigation as soon as notified by the law enforcement agency that it has completed the evidence-gathering process. The Equity Officer will implement appropriate supportive measures during the law enforcement agency's investigation period to provide for the safety of all Parties, the University community and the avoidance of retaliation, discrimination, or harassment.

15. **Summary Resolution.** During or upon completion of investigation, the Equity Officer will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution, but is provided to the Parties at Administrative Resolution. Based on that review, the Equity Officer will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer determines that there is a sufficient basis to proceed with the Complaint, then the Equity Officer will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution or Administrative Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer determines that there is an insufficient basis to proceed with the Complaint, then the process will end and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that the Equity Resolution Appellate Officer reconsider summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution Appellate Officer decides there is a sufficient basis to proceed with the Complaint, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Equity Resolution Appellate Officer will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer that there is not a sufficient basis to proceed with the Complaint, then the process will end and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

16. **Conflict Resolution.** The Parties may choose to engage in Conflict Resolution at any time during the Equity Resolution Process. The decision of the Parties to engage in Conflict Resolution must be voluntary, informed, and in writing. The Parties are not required to engage in Conflict Resolution as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right. The Parties are not required to waive their right to an investigation of a Complaint or a right to Administrative Resolution. It is not necessary to pursue Conflict Resolution prior to pursuing the Administrative Resolution Process and either Party can stop the Conflict Resolution Process at any time and request the Administrative Resolution Process. Conflict Resolution is never available to resolve allegations that an employee sexually harassed or engaged in sexual misconduct with a student. Upon receiving a request for Conflict Resolution, the Equity Officer will determine if Conflict Resolution is appropriate based on the willingness of the Parties, the nature of the conduct at issue and the susceptibility of the conduct to Conflict Resolution.

In Conflict Resolution, which includes mediation or facilitated dialogue, a neutral facilitator will foster dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Equity Support Person may attend the Conflict Resolution meeting. The Parties will abide by the terms of the agreed upon resolution. Failure to abide by the terms of the agreed upon resolution may be referred to the Equity Officer for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer will keep records of any Conflict Resolution that is reached.

In the event the Parties are unable to reach a mutually agreeable resolution, the matter will be referred back to the Administrative Resolution process. The content of the Parties' discussion during the Conflict Resolution Process will be kept confidential in the event the matter proceeds to the Administrative Resolution Process. The Parties' agreement to participate in, refusal to participate in, or termination of participation in Conflict Resolution shall not be factors in any subsequent decisions regarding whether a policy violation occurred.

## 17. **Administrative Resolution.**

1. **Procedural Details for Administrative Resolution.** The Administrative Resolution process is a process whereby decision-makers will meet with the Parties and their Equity Support Person, if any, and consider the evidence provided by the investigator, including the investigative report, and evidence provided by the Parties, and will make a determination of responsibility that is binding on both Parties. For the Administrative Resolution Process, which is described in more detail below, the following will apply:

1. The standard of proof will be "preponderance of the evidence," defined as determining whether evidence shows it is more likely than not that a policy violation occurred.
2. The decision-makers have the discretion to determine the relevance of any witness or documentary evidence and may exclude information that is irrelevant, immaterial, cumulative, or more prejudicial than informative. In addition, the following rules shall apply to the introduction of evidence:
  - (1) Questions and evidence about the Complainant's pre-disposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
  - (2) Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party's character is of limited utility and shall not be admitted unless deemed relevant by the decision-makers.
  - (3) Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the decision-makers.
  - (4) A Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party's express consent.
  - (5) The decision-makers shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
3. In the Administrative Resolution Process, the Respondent and the Complainant may provide a list of questions for the decision-makers to ask the other Party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting Party; answers to such questions will be shared with the requesting Party.
4. The Administrative Resolution Process may proceed regardless of whether the Respondent chooses to participate in the investigation or the finding.

5. The Administrative Resolution Process will normally be completed within a reasonably prompt time period, not to exceed one hundred twenty (120) days, following the Equity Officer's receipt of a Complaint. Unusual delays will be promptly communicated to both Parties.
6. For good cause, the Equity Officer (for University Respondents), or Equity HR Officer (for Staff Respondents) may, in their discretion, grant reasonable extensions to the timeframes and limits provided.

**2. Process for Administrative Resolution**

Administrative Resolution can be pursued for any behavior that falls within the University's Anti-Discrimination Policies.

The Administrative Resolution process consists of:

1. A prompt, thorough and impartial investigation by the Investigator;
2. A separate meeting with each Party and their Equity Support Person, if any, and the joint decision-makers, if requested;
3. A joint finding by designated decision-makers. For Complaints against a Staff member as a Respondent, a joint finding will be issued by the Equity HR Officer and Supervisor on each of the alleged policy violations and sanctions and remedial actions, if any, for findings of responsibility. For Complaints against the University of Missouri as a Respondent, a joint finding will be issued by the Equity Officer and Designated Administrator on each of the alleged policy violations and remedial actions for findings of responsibility.

At least fifteen (15) business days prior to meeting with the decision-makers or if no meeting is requested, at least fifteen (15) business days prior to the decision-makers rendering a finding(s), the Equity Officer (for University Respondents) or Equity HR Officer (for Staff Respondents) will send a letter (Notice of Administrative Resolution) containing the following information to the Parties:

4. A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
5. Reference to or attachment of the applicable procedures.
6. A copy of the final Investigative Report.
7. The option and deadline of ten (10) business days from the date of the notice to request a meeting with the decision-makers.
8. An indication that the Parties may have the assistance of an Equity Support Person of their choosing at the meeting with the decision-makers, though the Equity Support Person's attendance at the meeting is the responsibility of the respective Parties.

The Notice of Administrative Resolution will be sent to each Party by email to their University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.

The Investigator(s) will also provide a copy of the final Investigative report to the Equity HR Officer and Supervisor (if Staff Respondent) or to the Equity Officer and Designated Administrator (if University Respondent).

The decision-makers can, but are not required to, meet with and question the Investigator(s) and any identified witnesses. The decision-makers may request that the Investigator(s) conduct additional interviews and/or gather additional information. The decision-makers will attempt to meet separately with the Complainant and the Respondent, and their Equity Support Person, if any, to review the alleged policy violations and the investigative report. The Respondent may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If the Respondent admits responsibility, in whole or in part, the decision-makers will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the decision-makers will render a joint finding utilizing the preponderance of the evidence standard. The decision-makers will also render a finding

on appropriate sanctions or remedial actions, if applicable. The joint finding(s) are subject to appeal.

The Equity HR Officer (if Staff Respondent) or the Equity Officer (if University Respondent) will inform the Respondent and the Complainant simultaneously of the joint finding on each of the alleged policy violations and the joint finding on sanctions for findings of responsibility, if applicable, within ten (10) business days of the last meeting with any Party or witness. Notice will be made to the Respondent and the Complainant simultaneously in writing by email to the Party's University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: 1) provided in person, 2) emailed to the individual to their University-issued email account, or 3) when sent via the alternate method of notification specified by the Party.

#### 18. **Sanctions and Remedial Actions**

1. If the Staff Respondent is found responsible for a violation of the University's Anti-Discrimination Policies, the Equity HR Officer and Supervisor will determine sanctions and remedial actions. If the University is found responsible for a violation of the University's Anti-Discrimination Policies, the Equity Officer and Designated Administrator will determine remedial actions.
2. Factors to be considered when finding sanctions and remedial actions may include:
  1. The nature, severity of, and circumstances surrounding the violation;
  2. The disciplinary history of the Respondent;
  3. The need for sanctions/remedial actions to bring an end to the conduct;
  4. The need for sanctions/remedial actions to prevent the future recurrence of conduct;
  5. The need to remedy the effects of the conduct on the Complainant and the University community; and
  6. Any other information deemed relevant by the decision-maker(s).
3. **Types of Sanctions.** The following sanctions may be imposed upon any Staff Member found to have violated the University's Anti-Discrimination Policies. Multiple sanctions may be imposed for any single violation. Sanctions include but are not limited to:
  1. Warning – verbal or written;
  2. Performance improvement plan;
  3. Required counseling;
  4. Required training or education;
  5. Loss of annual pay increase;
  6. Loss of supervisory responsibility;
  7. Demotion;
  8. Suspension without pay;
  9. Termination; and
  10. Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions.
4. **Remedial Actions.** The following remedial actions may also be imposed to address the effects of the violation(s) of the University's Anti-Discrimination Policies on the Complainant for violations by a Staff Member or the University as a Respondent. The Equity Officer or Equity HR Officer is responsible for effective implementation of any remedial actions. Such remedial actions will vary depending on the circumstances of the policy violation(s), but may include:
  1. Where the Complainant is a student:
    - (1) Permitting the student to retake courses;
    - (2) Providing tuition reimbursement;

- (4) Removal of a disciplinary action; and
  - (5) Providing educational and/or on-campus housing accommodations.
- 2. Where the Complainant is an employee:
  - (1) Removal of a disciplinary action;
  - (2) Modification of a performance review;
  - (3) Adjustment in pay;
  - (4) Changes to the employee's reporting relationships; and
  - (5) Workplace accommodations.
- 3. In addition, the University may offer or require training and/or monitoring as appropriate to address the effects of the violation(s) of the University's Anti-Discrimination Policies.
- 5. **When Implemented.** Sanctions and remedial actions are implemented immediately by the Equity Officer, unless the Equity Resolution Appellate Officer stays their implementation pending the outcome of the appeal.
- 19. **Appeal.** Both the Complainant and the Respondent are allowed to appeal the determination regarding responsibility in the Administrative Resolution Process.
  - 1. **Grounds for Appeal.** Grounds for appeal are limited to the following:
    - 1. A procedural irregularity that affected the outcome of the dismissal decision or the Administrative Resolution Process (e.g., material deviation from established procedures, etc.);
    - 2. To consider new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
    - 3. That the Equity Officer, Equity HR Officer, Investigator(s), or other decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; or
    - 4. The sanctions fall outside the range typically imposed for this offense, or for the cumulative disciplinary record of the Respondent.
  - 2. **Requests for Appeal.** Both the Complainant and the Respondent may appeal to the Equity Resolution Appellate Officer. The Equity Resolution Appellate Officer must not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent; if the Equity Resolution Appellate Officer does not believe that they can make an objective decision about an appeal, they should recuse themselves and the Chancellor (or Designee) for University Staff Respondents, or the President (or Designee) for System Staff and University Respondents, shall appoint an alternate Equity Resolution Appellate Officer to hear the pending appeal. All requests for appeal must be submitted in writing to the Equity Resolution Appellate Officer within five (5) business days of the delivery of the notice of joint findings by the designated decision-makers. When any Party requests an appeal, the other Party will be notified and receive a copy of the request for appeal from the Equity Resolution Appellate Officer.
  - 3. **Response to Request for Appeal.** Within five (5) business days of the delivery of the notice and copy of the request for appeal, the non-appealing Party may file a written response to the request for appeal. The written response can address that sufficient grounds for appeal have not been met and/or the merits of the appeal.
  - 4. **Review of the Request to Appeal.** The Equity Resolution Appellate Officer will make an initial review of the appeal request(s) to determine whether:
    - 1. The request is timely;
    - 2. The appeal is on the basis of any of the articulated grounds listed above; and

3. When viewed in the light most favorable to the appealing Party, the appeal states grounds that could result in an adjusted finding or sanction.

The Equity Resolution Appellate Officer will reject the request for appeal if any of the above requirements are not met. The decision to reject the request for appeal is final and further appeals and grievances are not permitted. The Equity Resolution Appellate Officer will render a written decision whether the request for appeal is accepted or rejected within fifteen (15) business days from receipt of the request for appeal. If no written decision is provided to the Parties within fifteen (15) business days from receipt of the request, the appeal will be deemed accepted.

5. **Review of the Appeal.** If all three requirements for appeal listed in Paragraph 4 above are met, the Equity Resolution Appellate Officer will accept the request for appeal and proceed with rendering a decision on the appeal applying the following additional principles:

1. Appeals are not intended to be full re-hearings of the Complaint and are therefore deferential to the original findings. In most cases, appeals are confined to a review of the written documentation and Record of the Case, and pertinent documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original decision-maker for reconsideration.
2. The Equity Resolution Appellate Officer will provide a written decision on the appeal simultaneously to all Parties within ten (10) business days from accepting the request for appeal. This decision will describe the result of the appeal and the rationale for the result.
3. In the event the Equity Resolution Appellate Officer is unable to render a written decision within ten (10) business days from accepting the request for appeal, the Equity Resolution Appellate Officer will promptly notify the Parties in writing of the delay.
4. Once an appeal is decided, the outcome is final. Further appeals and grievances are not permitted.

6. **Extensions of Time.** For good cause, the Equity Resolution Appellate Officer may grant reasonable extensions of time (e.g.: 7-10 business days) to the deadlines in the appeal process. The Equity Resolution Appellate Officer will notify the Parties in writing if such extensions are granted.

20. **Failure to complete Sanctions/Comply with Interim and Long-term Remedial Actions.** All Respondents are expected to comply with all sanctions and remedial actions within the timeframe specified. Failure to follow through on these sanctions and remedial actions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions and remedial actions through the applicable process.

21. **Records.** In implementing this policy, records of all Complaints and resolutions will be kept by the Equity Officer. For purposes of review or appeal, the Record of the Case will be accessible at reasonable times and places to the Respondent and the Complainant. The Record of the Case will be kept for a minimum of seven (7) years following final resolution.

Each Equity Officer, including the Equity Officer for the academic medical center, shall maintain statistical, de-identified data on the race, gender and age of each Party to a Complaint for that university/ academic medical center, and will report such data on an annual basis to the President of the University of Missouri. Additionally, statistical data relating to each university in the University of Missouri System shall be reported on an annual basis to that university's Chancellor and chief officers for human resources, student affairs, and diversity, equity and inclusion; the academic medical center shall report such statistical data for the academic medical center on an annual basis to the Executive Vice-Chancellor for Health Affairs. Data relating to the University of Missouri System shall be reported on an annual basis to the University of Missouri System's chief officers for human resources, student affairs, and diversity, equity and inclusion.

22. **Retaliation.** The University strictly prohibits retaliation against any person for making any good faith report of discrimination or harassment, or for filing, testifying, assisting, or participating in any investigation or proceeding involving allegations of discrimination or harassment. For matters involving discrimination or harassment other than sex discrimination under this policy, employees

have an obligation to cooperate with University officials including the Investigator, Equity Officer, Equity HR Officer, Supervisor, and/or the Equity Resolution Appellate Officer. For matters involving sex discrimination under this policy, no person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by law, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for policy violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by law, constitutes retaliation.

The University must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of applicable law, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed with the Equity Officer in accordance with CRRs 600.010, 600.040, and 600.050. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to notify the Equity Officer. The University will promptly investigate all complaints of retaliation in accordance with this policy. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.

Charging an individual with a policy violation for making a materially false statement in bad faith in the course of any proceedings under this policy does not constitute retaliation provided, however that a determination regarding responsibility, alone, is not sufficient to conclude that any Party made a materially false statement in bad faith.

### **SEX OFFENDER REGISTRATION – Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921)**

The Missouri State Highway Patrol maintains the registered sex offender database that can be found at the [MSHP Sex Offender Registry](#). The federal Campus Sex Crimes Prevention Act requires sex offenders to provide notice to each institution of higher education at which the person is employed, carries a vocation, volunteer services or is a student.

### **UNIVERSITY OF MISSOURI SECURITY AWARENESS PROGRAMS**

In addition to the many programs offered by the University Police and other University offices, the University has established a number of policies and procedures related to ensuring a reasonably safe campus community.

#### **At Risk Committee (Behavioral Intervention)**

In order to extend our efforts on emergency preparedness and prevention, the University of Missouri has established an At-Risk Committee. The objective of the committee is to put in place a structured process for evaluating potentially threatening



situations that occur at MU. The multi-disciplinary team is comprised of various members with MU. Further information about this committee can be obtained from Dean of Students Office, (573) 882-5397.

## **Weapons Policy**

MU promotes the safety of the community by the reasonable regulation of weapons, fireworks and explosives. MU prohibits the possession, storage or use of any weapon by any University student, employee or visitor, except a law enforcement officer, on University owned or controlled property. The MU Police Department provides storage facilities for the personal weapons of members of the University community.

Except as approved by authorized University personnel or otherwise authorized by applicable University policies and procedures, the possession, storage or use of any firework or other explosive or any lethal combustible chemical or combination of chemical on University property or while attending sporting, entertainment or educational activities is prohibited.

In addition to University personnel responsible for the management or supervision of University property and activities, MU Police Officers are lawfully in charge of University property for purposes of forbidding entry upon or within, or prohibiting remaining upon or within University property while possessing weapons or other devices, instruments, fireworks, explosives or combustible chemicals.

University personnel or students who violate the weapons policy may be subject to disciplinary action. The provisions of this policy apply regardless of whether a person has a concealed weapon permit.

## **CRIME PREVENTION PROGRAMS**

In an effort to promote safety awareness, The University of Missouri Police Department offers a variety of programs to educate and inform students, employees, parents, and the community at large on a variety of issues. Many of these programs are presented upon request. If you or your organization would like to request a specific program, please contact the MU Crime Prevention Officer at (573)-882-7809. Many of these programs are a collaborative effort also involving The Wellness Resource Center, Relationship Sexual Violence Center, Women's Center and Human Resources.

All students and employees at MU are encouraged to be responsible for their own security and for the security of others on campus.

### **Programs Offered**

- **Rape Aggression Defense System (RAD)**. RAD is a self-defense program designed for women only. All students, faculty, staff and the general public are welcome to enroll

in this course. This 13-hour course begins with 3-4 hours of classroom that covers topics on general safety, how to make your residence more secure, travel safety, the use of weapons, what to do after an attack and much more. Following the classroom, students will learn hands-on techniques (4-5 hours). The technique portion of the class includes blocks, punches, kicks, defense against bear hugs and wrist grabs, and ground defense. The final 3 hours of the course consists of dynamic simulation exercises. Simulation gives students the opportunity to put together classroom concepts and techniques in several simulated attacks.

- **Advanced RAD.** The Advanced RAD class takes up where the basic class ends. Participants learn additional strikes, take-downs, enhanced ground defense, and defense against multiple attackers. Additional focus is given to the use of leverage and balance displacement to overcome size differences between students and potential attackers. The Advanced RAD class is 16 hours of training.
- **Combined Aerosol/Keychain Defense.** Aerosol Defense addresses the use of oleoresin capsicum (OC or pepper spray) as a tool for self-defense. Participants learn how to select pepper spray, the effects of wind and weather on aerosol defense options, the hazards of using them, and defensive techniques used in combination with aerosol defense. Keychain Defense addresses methods of carrying a defensive keychain, strikes using a defensive keychain, and a variety of defensive techniques using both the Kubaton style keychain and the flashlight style keychain.
- **Men's Self Defense** – Attendees will learn de-escalation and physical self-defense techniques while also increasing awareness of aggressive behavior and ways to implement bystander intervention.
- **Citizen's Response to Active Threats (C.R.A.T).** This course takes a comprehensive approach to dealing with active shooter/violent intruder incidents that may occur in the workplace, school, or public settings. Participants are taught to use integrated strategies incorporating Environmental Design, Technology & Communication, Law Enforcement Response, and most importantly, ACTION by those in immediate danger because they are the REAL First Responders. This class includes a 2-hour classroom session coupled with a 2-hour practical, hands-on session. Participants learn how to react and respond to violent intruders by taking an active role in their own survival.
- **Summer Welcome.** Every summer MU holds Summer Welcome activities for new incoming students. A specific part of those activities is a presentation to parents about the MU Police Department and crime on campus. Emphasis is placed on the amount and types of crimes that occur more frequently on campus. Theft prevention as well as alcohol and drug information are included in those presentations. Also, during these presentations a representative from the Wellness Resource Center and Relationship Sexual Violence Prevention (RSVP) Center include additional information about wellness on campus and bystander intervention relating to sexual assault, domestic violence, dating violence and stalking. Summer Welcome is held June through July.

- **Security Surveys.** The MU Police Crime Prevention Officer upon request conducts security surveys of buildings to see if any security improvements may be needed. Officers analyze the need for improvements to safeguard buildings or offices against unlawful entry and theft.
- **Alcohol Awareness.** Residential Life and the MU Police Department work collaboratively to present information about alcohol and its effects on the body. The program is typically included along with floor or hall meetings in Residence Halls. Information regarding liquor laws, DWI/Zero Tolerance, drug laws, city ordinances, and alcohol overdose is included. Fatal Vision goggles are also incorporated and often leads to a discussion of the risks of impaired driving.
- **Bicycle Registration.** Bicycle Registrations are now available online for the convenience of our students. Tables were set up at a number of locations on campus to assist with this process. Walk-ins at the MUPD lobby are also welcome. Hardcopy data is entered into the database, creating an entirely electronic collection of bicycle registrations.
- **Personal Safety.** Groups requesting this presentation may choose between 1- or 2-hour presentations. Topics covered include safe travel, campus safety, residence hall safety and a wide variety of other topics. Alcohol and predatory drug issues are frequently covered. This program also includes C.R.A.T. information.
- **Drug Recognition.** This program was developed in response to a request from supervisors of commercial driver's license holders to enable them to recognize when employees may be under the influence of a drug. Since that time it has been used to instruct a variety of people on the effects of drugs and the symptoms that an intoxicated person might exhibit. This program has been modified to include detection of controlled substances by Residential Life Staff. It now also includes a component on household chemicals that someone can use to become intoxicated and the possible signs and symptoms of someone using those chemicals/products.
- **Workplace Violence.** Workplace violence training is a program designed to recognize the warning signs of potentially violent behavior and different de-escalation techniques. This program attempts to show employees how different behaviors can become more dangerous over time if unchecked.
- **Campus Safety.** This program is customizable, ranging from 1-4 hours in length, for the requesting group and incorporates elements of the Personal Safety, Drug Recognition, and Workplace Violence programs as well as campus emergency planning and response to active shooter scenarios.
- **Dealing with Problem Patrons.** The training contains information on: customer service, dealing with patron problems, personal safety and security, crowd control issues, components of Verbal Judo, and recognizing when police should be contacted. This program also includes C.R.A.T. information.

- **Predatory Drugs.** This program was developed at the request of the Rape and Sexual Violence Prevention Center for training of their Peer Educators and Greek Advocates. This training discusses characteristics, signs, symptoms, effects, and detection of several common predatory drugs.
- **Community Safety.** This training contains personal safety and security, children's safety, University Police Services, property security and a specific children's component. The children's component addresses issues of strangers, bullies, 911, tricks, and passwords.
- **Security Escorts.** MUPD offers security escorts on campus. These escorts are performed by unarmed security officers. MUPD does not provide vehicle escorts. Anyone needing an escort should call MUPD at (573) 882-7201. A security officer will meet the individual and walk with them to their desired location. Security escorts are for on campus locations only.
- **Security Cameras.** Security cameras are mounted at various locations across campus. Cameras are used to enhance the safety and security of persons on campus. Further, these cameras aid MUPD in monitoring persons going to and from buildings, observing vehicular traffic patterns, investigating crimes, and apprehending perpetrators of criminal acts.
- **Tiger Line Shuttle.** [Tiger Line Shuttles](#) are available when classes are in session during fall and spring semesters only. Tiger Line buses are equipped with GPS and can be tracked in real time using the Go Mizzou smart phone app for either IOS or Android. Both morning and evening [routes](#) are available.

### **Missing Student Notification**

The Clery Act requires institutions that maintain on campus housing facilities to establish a missing student notification policy and related procedures (20 USC 1092 (j) Section 488 of the Higher Education Opportunity Act of 2008).

### **Designation of Contact for Missing Students**

When a student checks into their Residential Life assignment they have the opportunity to specify an individual other than their emergency contact that should be contacted in the event that the student is confirmed as missing. This opportunity to designate a missing person contact is offered annually, regardless of whether the student chose to designate a contact person the previous year. If a student does not specify someone, then the emergency contact will be considered the contact for the purposes of these procedures. Students also will be informed that if they are younger than 18 years of age (and not emancipated) when they are determined to be missing the University is required to contact their custodial parent or guardian in addition to the contact person

designated. A student's missing person contact will be registered confidentially; will be accessible only by authorized campus officials and law enforcement as appropriate; and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

### **Investigating a Missing Student Report**

Individuals reporting a missing student should immediately notify MUPD by calling (573) 882-7201. The appropriate Residence Hall Coordinator (RHC) or a Residential Life Assistant Director will also be immediately notified.

MUPD is responsible for investigating reports of a missing student who resides in On-Campus Student Housing. MUPD will work with Residential Life Staff for the facility where the student resides to gather information and attempt to locate the student.

If MUPD is unable to locate the student within 24 hours of receiving the report, the student will be determined missing. MUPD also may determine a student is missing before the student has been missing for a full 24 hours.

MUPD and Residential Life staff will gather as much information as possible from the concerned individual(s) in order to make a determination the student is missing. Information that should be gathered if available includes:

- Details of why the person suspects or knows the individual is missing (may include changes to behavior, state of mind, known plans);
- The last place and time the individual was seen and by whom;
- Contact information for the individual suspected to be missing (cell and other phone numbers, e-mail addresses, social networking names);
- Contact information for friends who may know of their location;
- Contact information for the concerned individual(s) so they can be reached with additional questions or follow-up information.

### **Missing Student Notification Procedures:**

Within 24 hours after determining that a student who resides in on-campus student housing is missing, MUPD will notify the missing student's Missing Student Contact Person or, if no Missing Student Contact Person has been designated, the missing student's emergency contact. If the missing student is under 18 years of age and not emancipated, notify a custodial parent or guardian. In addition, MU will notify the local law enforcement agency within 24 hours of the determination that the student is missing.

## **UNIVERSITY POLICIES GOVERNING ALCOHOL AND OTHER DRUGS**

MUPD Officers enforce laws regulating the use of alcoholic beverages, underage possession of alcohol and illicit drugs. All MU students, employees and visitors are subject to enforcement of Missouri State Laws and City of Columbia Ordinances regarding the unlawful possession, use and sale of alcohol. All MU students, employees and visitors are subject to enforcement of Missouri State and Federal Laws regarding the unlawful possession, use and sale of illicit drugs. Violations of University of Missouri regulations can result in disciplinary action up to and including expulsion for students and termination for employees.

### **Alcohol Policy**

University of Missouri regulations prohibit the unlawful possession, use, distribution, and sale of alcohol by students, employees and visitors on University-owned or controlled property and at University-sponsored or supervised activities.

The use or possession of any alcoholic beverage is prohibited on all University property, except in the President's residence and the Chancellors' residences, and the sale, use or possession may, by appropriate University approval be allowed in approved University Alumni Centers or Faculty Clubs or other designated facilities, and for single events and reoccurring similar events in designated conference, meeting, or dining facilities provided by University food services, subject to all legal requirements.

The President has been designated by the Board of Curators, as the person responsible for assuring compliance with state law. Authority has been delegated by the Board of Curators to the Chancellors for acting upon the requests to use alcoholic beverages on University property. Each Chancellor will designate a person who will be responsible on behalf of the campus to ensure compliance with state law.

All requests for use of alcoholic beverages on University property must be submitted to the Chancellor or designee at least seven days prior to the date of the intended use.

Any person under the age of twenty-one years, who purchases or attempts to purchase, or has in his or her possession, any intoxicating liquor as defined in section 311.020 or who is visibly in an intoxicated condition as defined in section 577.001, or has a detectable blood alcohol content of more than two-hundredths of one percent or more by weight of alcohol in such person's blood is guilty of a misdemeanor.

### **Parental Notification Policy**

Students who are under the age of 21, unmarried, and financially dependent on their parent(s) may be subject to the [Parental Notification](#) exception to FERPA if they are found in violation of the Student Conduct Code as it relates to alcohol and drugs. This exception states that it is the belief of the University that students benefit from discussions with their parent(s) or legal guardian(s) about the effects of alcohol or use of controlled substances

including the effect of the use of alcohol or controlled substances on their educational experience.

## **Drug Policy**

University of Missouri regulations prohibit the unlawful possession, use, distribution and sale of illicit drugs by students, employees and visitors on University-owned or controlled property and at University-sponsored or supervised activities.

Each employee engaging in the performance of work supported by a federal grant or contract, as a condition of employment, must notify the University of any Criminal Drug Statue Conviction for a violation occurring in the workplace no later than five days after each conviction. The University must notify the contracting party within 10 days after receiving notice from the employee or otherwise receiving actual notice of such conviction.

The below links are specific Missouri Revised Statutes for further reference.

[Missouri's Alcohol Law](#)

[Driving Under the Influence \(DUI\)](#)

[Chemical Tests for Alcohol Content](#)

[Drug Regulations Chapter 195 RSMO](#)

## **DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS**

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988, the University of Missouri is required to establish a drug and alcohol prevention program for its students and employees. A biennial review of this program is completed to determine its effectiveness, to implement changes to the program if they are needed, and to ensure that the University's disciplinary sanctions described within are consistently enforced.

The Wellness Resource Center (WRC) uses a comprehensive, campus wide, year-long wellness approach that begins during summer orientation and continues every month throughout the year. Each year programs are delivered in a wide variety of locations including academic classrooms and residence halls. The WRC plans on-going activities and events that support wellness as it relates to issues such as alcohol, tobacco and other drug use, nutrition and fitness, stress and mental health and other wellness issues.

MU offers education and information to employees and students about the dangers of drug and alcohol abuse in the workplace. Programs address unlawful controlled substance and alcohol use, including personnel actions that may result from such violations; and self-referrals as well as supervisory referrals to drug and alcohol counseling and rehabilitation programs. Counseling and assistance are available through the University's Employee Assistance Program and/or community agencies. Such referrals will respect individual confidentiality.



**AlcoholEdu.** A required, interactive, educational experience for new in-coming students providing insight on issues commonly faced in college. This online course values health and safety, providing a commitment to educating and encouraging students to make good choices.

**"Most of Us"** campaign is a social norming part of MU's harm-reduction approach to alcohol, drug and tobacco use among MU college students. The Wellness Resource Center hopes that sharing the truth of actual campus behavior will help MU students make decisions that are health, safe and smart.

**BASICS** program for Alcohol and Marijuana Policy Offenses. Brief Alcohol Screening and Intervention for College Students. The goal of the program is to reduce risky behaviors and harmful consequences of alcohol abuse.

**STAR** – Strategies Targeting Alcohol Responsibility. An individually tailored skills program designed to help students drink more responsibly and reduce the risk of negative consequences when they drink.



## ALCOHOL POISONING IS A MEDICAL EMERGENCY

Call for help. You could save someone's life. **Call 911** or (573) 882-7201.

### KNOW THE SIGNS:

Passed out or difficult to awaken  
Cold, clammy, pale or bluish skin  
Slowed breathing  
Vomiting (asleep or awake)

### KNOW HOW TO HELP:

Turn a vomiting person on their side  
Clear vomit from the mouth  
Keep the person awake  
NEVER leave them unattended

### Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is available for faculty, staff, and their immediate family members to receive or locate help with personal or professional challenges. The EAP services are free and confidential and include screening and referral, problem solving, crisis intervention, consultation, and training/development. The following programs are available to MU employees at 102 Parker Hall, Columbia MO, 65211 (573)-882-6701.

Individual Factors	Organizational Factors
<ul style="list-style-type: none"><li>Stress Management</li><li>Emotional Distress</li><li>Family Concerns</li><li>Work / Life Balance</li><li>Alcoholism</li><li>Substance Abuse</li><li>Financial Pressure</li><li>Relationship Difficulty</li><li>Legal Problems</li><li>Phase of Life – Transition Management</li></ul>	<ul style="list-style-type: none"><li>Occupational Safety and Health</li><li>Quality of Work Life</li><li>Customer Satisfaction</li><li>Counterproductive Work Behaviors and Violence</li><li>Stress Management</li><li>Leadership and Team Development</li><li>Instructional Program Design and Evaluation (Training and Development)</li><li>Change Management</li><li>Organizational Analysis</li></ul>

How are you feeling?

Brief screenings are a great way to help you decide if you or someone you care about may benefit from talking to a mental health professional. This screening is anonymous and confidential. Immediately following the brief questionnaire, you will see your results, recommendations, and key resources.

[TAKE A SCREENING](#)

## ANNUAL DISCLOSURE OF CRIME STATISTICS



Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses. The University Police maintains a close relationship with all police departments where MU owns or control property. This ensures that crimes reported directly to these police departments that involve the University are brought to the attention of the University Police.

The University Police collects the crime statistics disclosed in the charts through a number of methods. Police communications and officers enter all reports of crime incidents made directly to the department through an integrated computer aided-dispatch records management system. After an officer enters the report in the system, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The Department periodically examines the data to ensure that all reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). In addition to the crime data that the University Police maintains, the statistics below also include crimes that are reported to various campus security authorities, as defined in this report. The statistics reported here generally reflect the number of criminal incidents reported to the various authorities. The statistics reported for the sub categories on liquor laws, drug laws and weapons offenses represented the number of people arrested or referred to campus judicial authorities for

respective violations, not the number of offenses documented.

## **DEFINITIONS OF REPORTABLE CRIMES**

**Criminal Homicide:** Manslaughter by Negligence: The killing of another person through gross negligence.

**Criminal Homicide:** Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

**Sex Offenses:** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. **Rape** – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

B. **Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity

C. **Incest**-Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

D. **Statutory Rape**-Non-Forcible sexual intercourse with a person who under the statutory age of consent.

**Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned; including joyriding.)

**Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Drug Abuse Violations:** Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and production of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine). These statistics include arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

**Weapon Law Violations:** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

**Referred for campus disciplinary action (Liquor Laws, Drugs and Weapons Violations)** The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

**Domestic Violence:** A felony or misdemeanor crime of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. This would include the following categories:

- Incidents between persons who are spouses
- Incidents between persons who are former spouses
- Incidents between persons who have a child in common regardless of whether or not they have been married or have resided together in the past

- Incidents between persons (of any age) related by blood
- Incidents between persons (of any age) related by marriage, excluding spouses
- Incidents between persons, not married, but presently residing together
- Incidents between persons, not married, but who have resided together in the past
- Incidents between persons who are or have been in a continuing social relationship of a romantic or intimate nature

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or safety of others, or to suffer substantial emotional distress. For the purpose of this definition "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.

**Hate Crime:** A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability. The crimes of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property are also reported under Clery Act requirements if it is determined the victim was intentionally selected because of the perpetrator's bias against the victim.

**Larceny-Theft (Except Motor Vehicle Theft):** The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another, including attempted larcenies; embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

**Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

**Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Destruction/Damage/Vandalism of Property (Except "Arson"):** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

## **Geography definitions from the Clery Act**

[MU Campus Map](#)

### **On Campus**

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

### **Non-Campus**

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

### **On Public Property**

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

## University of Missouri – Columbia Main Campus Crime Statistics Data

Offense (Reported By Hierarchy)	Year	On Campus	Non- Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non- Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	<b>2022**</b>	11	5	0	16	10	0
	<b>2021**</b>	20	5	0	25	13	1
	<b>2020**</b>	15	7	0	22	8	3
Fondling	2022	5	1	0	6	1	0
	2021	9	0	0	9	6	1
	2020	13	0	0	13	6	1
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2021	1	0	0	1	0	0
	2020	0	0	2	2	0	0
Aggravated Assault	2022	3	0	2	5	1	0
	2021	8	0	7	15	0	0
	2020	2	2	1	5	1	0

Burglary	2022	2	1	0	3	2	0
	2021	2	3	0	5	1	0
	2020	2	8	0	10	1	1
Motor Vehicle Theft	2022	5	3	0	8	0	0
	2021	10	0	0	10	0	0
	2020	6	1	0	7	0	0
Liquor Law Arrests	2022	119	3	86	208	30	0
	2021	111	12	144	267	30	0
	2020	131	18	148	297	67	0
Drug Law Arrests	2022	142	0	64	206	24	0
	2021	113	2	79	194	20	0
	2020	123	4	87	214	43	0
Weapons Law Arrests	2022	1	0	1	2	0	0
	2021	2	0	1	3	0	0
	2020	0	1	2	3	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	150	3	0	153	147	0
	2021	145	6	4	155	134	0
	2020	170	42	0	212	170	0
Drug Law Violations Referred for Disciplinary Action	2022	15	1	0	16	6	0
	2021	1	0	1	2	0	0
	2020	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0



Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	1	1	0	2	0	0
	2021	0	2	0	2	0	0
	2020	1	0	0	1	0	0
Domestic Violence	2022	21	0	0	21	9	0
	2021	24	1	1	26	17	0
	2020	13**	0	0	13	2	0
**Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	14	0	0	14	2	0
	2021	23	0	0	23	14	0
	2020	24	1	0	25	5	0

*\*Note: Student Housing Crime Statistics are a subset of the On-Campus Category, i.e. they are counted in both categories.*

*\*\*All incidents that meet the Clery definition of "dating violence" are counted as domestic violence per Missouri law and Clery Act definitions.*

*\*\*Six Rapes reported in 2022 occurred in 2021, 2020 and 2012.*

*\*\*One Rape reported in 2021 occurred in 2019.*

*\*\*Eight Rapes were reported in 2020 that occurred in 1976, 2017, 2018 and 2019.*

*\*\*One Domestic Violence incident was reported in 2020 that occurred in 2017.*

## HATE CRIME REPORTING:

No reported hate crimes for 2022, 2021 or 2020.

No hate crimes were unfounded for 2022, 2021 or 2020.

## Separate Campus's at University of Missouri

The Department of Education along with the Clery Act and HEA requirements identify a “separate campus” if it meets the following criteria:

- University of Missouri owns or controls the site;
- It is not reasonably geographically contiguous with the main campus;
- It has an organized program of study; and
- There is at least one person on site acting in an administrative capacity.

The University of Missouri has identified the following locations as “separate campuses” under the Clery Act definitions.



# University of Missouri Women's Hospital

## POLICE AND SECURITY

University of Missouri Women's Hospital is located at 404 North Keene St, Columbia MO 65201. This hospital is formerly known as Women's and Children's Hospital. The University of Missouri Police Department has jurisdiction for investigation of all crimes occurring within the hospital and in the surrounding parking lots associated with the hospital. In addition, Hospital Security Staff patrol the hospital and grounds on a 24-hour basis. Hospital Security Officers do not have powers of arrest. MU Police Officers from the main campus will regularly patrol the lots and walk through the hospital. MU students and employees are encouraged to promptly and accurately report all crimes to MUPD, 573-882-7201. The Columbia Police Department has jurisdiction in the areas immediately surrounding the hospital and may assist MU Police.

Columbia Police Department  
600 East Walnut  
Columbia MO, 65201  
573-874-7652

## TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at Women's Hospital receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Women's Hospital is open to the public from 9 a.m. to 9 p.m. daily. These hours are the hospital's normal visiting hours. For security reasons, some units have a policy that visitors must leave the hospital by 9 p.m. unless special arrangements have been made. All doors are locked after regular visiting hours, except for access to the Emergency Room. After hours, the building has exterior electronic access doors. Staff and students can access the secured building after hours with swipe keys.

## DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES

The same definition of reportable crimes for the main campus, equally apply to Women's Hospital. Programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are also available to students and employees at Women's and Children's. Students and employees at Women's Hospital are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

**REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING**

The same reporting procedures for the main campus apply to Women’s Hospital.

MU Police  
 901 Virginia  
 Columbia MO, 65211  
 573-882-7201

Office of Institutional Equity  
 320 Jesse Hall/145 Heinkel Building  
 Columbia MO, 65211  
 573-882-3880

*Women’s Hospital Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

	2020	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	1	0	0	1	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	1	0	0	1	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	1	0	0	1	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2022	1	0	0	1	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	2	0	0	2	0	0
	2021	0	0	0	0	0	0
	2020	1	0	0	1	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	1	0	0	1	0	0

\*There is no Student Housing at this location.

\*\*No hate crimes were reported at Women's Hospital in 2022, 2021 or 2020.

# University of Missouri Bradford Research Center

## **POLICE AND SECURITY**

Bradford Research Center is located at 4968 Rangeline Road, Columbia MO 65201, (573) 884-7945. Bradford Research Center is in Boone County and approximately 16 miles from the main MU Campus. The University of Missouri Police Department has jurisdiction for investigation of all crimes occurring within Bradford property. In addition, the Boone County Sheriff's Department has jurisdiction surrounding the Bradford property and may assist MU Police. There are no police or security personnel on site. MU Police Officers and Boone County Sheriff's Deputies will occasionally patrol the area. MU students and employees are encouraged to promptly and accurately report all crimes to MUPD, 573-882-7201.

Boone County MO Sheriff's Department  
2121 County Drive, Columbia MO 65202  
(573) 875-1111

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at Bradford Research Center receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Bradford Research Center's normal business hours are 8-5 Monday-Friday. Researchers can potentially be found on the property at any time. The public has access to the property for fishing sunrise to sunset. Buildings are locked most days at 5 PM (or when the Bradford Superintendent leaves). Employees and some students have keys to access the buildings after hours. An electronic lock exists and limited employees and students have the combination.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to the Bradford Research Center. Programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are also available to students and employees. Students and employees at Bradford Research Center are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

**REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING**

The same reporting procedures for the main campus apply to Bradford Research Center.

MU Police  
901 Virginia  
Columbia MO, 65211  
573-882-7201

Office of Institutional Equity  
320 Jesse Hall/145 Heinkel Building  
Columbia MO, 65211  
573-882-3880

*Bradford Research Center Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0



Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	1	0	0	1	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

*\*There is no Student Housing at this location.*

*\*\*No hate crimes were reported at Bradford Research Center in 2022, 2021 or 2020.*

# University of Missouri Forage Systems Research Center

## **POLICE AND SECURITY**

MU Forage Systems Research Center is located in Linn County MO, 21262 Genoa Road, Linneus MO, 64653, (660) 895-5121. The Research Center is approximately 105 miles from the University of Missouri - Columbia main campus. The Linn County Sheriff's Department has jurisdiction to investigate any crimes occurring on the property. MU students and employees are encouraged to promptly and accurately report any crimes to the Linn County Sheriff's Department. At the Linn County Sheriff's Department discretion, the Missouri State Highway Patrol may be asked to assist. There are no police or security assigned to the site.

Linn County Sheriff's Department  
109 N High  
Linneus MO 64653  
(660) 895-5312

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Forage Systems Research Center's normal business hours are 8-5 Monday-Friday. Some public events and activities happen outside of these hours. Researchers can potentially be found on the property at any time. Sign-in of visitors to the site is requested at the main headquarters building. Buildings are locked manually each day by staff. There are cameras on site monitoring entrances to the Research Center.

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at the Forage Systems Research Center receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to the Forage Systems Research Center. Due to the location, programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are not readily available to students and employees. All students are required to complete the "Not Anymore" training to help prevent sexual violence. Students and employees at the Forage Systems Research Center are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of sexual assault, dating violence, domestic violence and stalking equally apply as they do on the main campus.

## REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING

To file a report students, employees and visitors are encouraged to contact the Linn County Sheriff's Department. Students and employees at Forage Systems Research Center may also file a report with The Office of Institutional Equity. The victim will be contacted and offered available resources and investigated remotely.

Linn County Sheriff's Department, 109 North High, Linneus MO, 64653, (660) 895-5312.

The Office of Institutional Equity can be reached at 320 Jesse Hall and 145 Heinkel Building, Columbia, MO 65211, (573) 882-3880.

### *Forage Systems Research Center Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

\*There is no Student Housing at this location.

\*\*No hate crimes were reported at Forage Systems Research Center in 2022, 2021 or 2020.

# University of Missouri Jefferson Farm and Garden

## **POLICE AND SECURITY**

MU Jefferson Farm and Garden is located at 4800 East New Haven Road, Columbia MO 65201, (573) 239-6134. This is approximately 5 miles from the main MU Campus. The University of Missouri Police Department has jurisdiction for investigation of all crimes occurring within Jefferson Farm and Garden property. In addition, the Boone County Sheriff's Department has jurisdiction surrounding the property and may assist MU Police. There are no police or security personnel on site. MU Police Officers and Boone County Sheriff's Deputies will occasionally patrol the area. MU students and employees are encouraged to promptly and accurately report all crimes to MUPD, 573-882-7201.

Boone County MO Sheriff's Department  
2121 County Drive, Columbia MO 65202  
(573) 875-1111

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at Jefferson Farm and Garden receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Jefferson Farm and Garden is open to the public Monday – Friday, 9am-5pm. The front entrance from New Haven Road has steel gates and are locked with a padlock when the property is closed to the public. Select Jefferson Farm staff with Field Operations have a key to the gate. Additional locked gates are located on the west side, southwest side and southeast side of the property. Two buildings on the property with exterior doors are locked when the property is closed to the public.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to Jefferson Farm and Garden. Programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are also available to students and

employees. Students and employees at Jefferson Farm and Garden are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

**REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING**

The same reporting procedures for the main campus apply to Jefferson Farm and Garden.

MU Police  
 901 Virginia  
 Columbia MO, 65211  
 573-882-7201

Office of Institutional Equity  
 320 Jesse Hall/145 Heinkel Building  
 Columbia MO, 65211  
 573-882-3880

*MU Jefferson Farm and Garden Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0



Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

*\*There is no Student Housing at this location.*

*\*\*No hate crimes were reported at Jefferson Farm and Garden in 2022, 2021 or 2020.*

# University of Missouri Thompson Farm

## **POLICE AND SECURITY**

MU Thompson Farm is located at 668 NW Hwy C, Spickard MO, 64679, 660-485-6576. This is approximately 160 miles from the main MU Campus. The Grundy County Sheriff's Department has jurisdiction for investigation of all crimes occurring within Thompson Research Center property. MU students and employees are encouraged to promptly and accurately report any crimes to the Grundy County Sheriff's Department. At the Grundy County Sheriff's Department discretion, the Missouri State Highway Patrol may be asked to assist. There are no police or security assigned to the site.

Grundy County MO Sheriff's Department  
610 Main Street, Trenton MO 64683  
(660) 359-4040

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at Thompson Farm receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Thompson Farm is open to the public Monday – Friday, 8am-5pm. Buildings at the Thompson Center are key lock. Select employees at the Center have key access after-hours. There are cameras on site monitoring the area.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to Thompson Farm. Due to the location, programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are not readily available to students and employees. All students are required to complete the "Not Anymore" training to help prevent sexual violence. Students and employees at Thompson Farm are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

## REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING

To file a report students, employees and visitors are encouraged to contact the Grundy County Sheriff's Department. Students and employees at Thompson Farm may also file a report with The Office of Institutional Equity. The victim will be contacted and offered available resources and investigated remotely.

Grundy County MO Sheriff's Department, 610 Main Street, Trenton MO 64683  
(660) 359-4040

The Office of Institutional Equity can be reached at 320 Jesse Hall and 145 Heinkel Building, Columbia, MO 65211, (573) 882-3880.

### *MU Thompson Farm Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

\*There is no Student Housing at this location.

\*\*No hate crimes were reported at Thompson Farm in 2022, 2021 or 2020.

# University of Missouri Horticulture and Agroforestry Center

## **POLICE AND SECURITY**

MU Horticulture and Agroforestry Center is located at 10 Research Center Dr., New Franklin MO, 65274, 660-848-2268. This is approximately 40 miles from the main MU Campus. The Howard County Sheriff's Department has jurisdiction for investigation of all crimes occurring within Horticulture and Agroforestry Center property. MU students and employees are encouraged to promptly and accurately report any crimes to the Howard County Sheriff's Department. At the Howard County Sheriff's Department discretion, the Missouri State Highway Patrol may be asked to assist. There are no police or security assigned to the site.

Howard County MO Sheriff's Department  
100 North Mulberry St. Fayette MO 65248  
660-248-2477

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at the Horticulture and Agroforestry Center receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to Horticulture and Agroforestry Center. Due to the location, programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are not readily available to students and employees. All students are required to complete the "Not Anymore" program to help prevent sexual violence. Students and employees at Horticulture and Agroforestry Center are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

## REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING

To file a report students, employees and visitors are encouraged to contact the Howard County Sheriff's Department. Students and employees at Horticulture and Agroforestry Center may also file a report with The Office of Institutional Equity. The victim will be contacted and offered available resources and investigated remotely.

Howard County MO Sheriff's Department, 100 North Mulberry St. Fayette MO, 65248  
660-248-2477

The Office of Institutional Equity can be reached at 320 Jesse Hall and 145 Heinkel Building, Columbia, MO 65211, (573) 882-3880.

### *MU Horticulture and Agroforestry Center Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0



Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	1	0	0	1	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

\*There is no Student Housing at this location.

No hate crimes were reported at Horticulture and Agroforestry Center in 2022, 2021 or 2020.

# University of Missouri South Farm Research Center

## **POLICE AND SECURITY**

MU South Farm Research Center is located at 3600 New Haven Road, Columbia MO, 65201, 573-882-4450. This is approximately 9 miles from the main MU Campus. The University of Missouri Police Department has jurisdiction for investigation of all crimes occurring within Bradford property. In addition, the Boone County Sheriff's Department has jurisdiction surrounding the property and may assist MU Police. MU students and employees are encouraged to promptly and accurately report any crimes to MUPD, 573-882-7201. There are no police or security assigned to the site. MU Police Officers regularly patrol the area.

Boone County MO Sheriff's Department  
2121 County Drive, Columbia MO 65202  
(573) 875-1111

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at South Farm receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Field Operations from the main entrance to the horse farm is open 24 hours every day. The south gate along Sugar Creek road is locked each day from 4:00pm – 7:30am each day. The gate between Field Operations and the horse farm is also locked during those same hours. The buildings at Field Operations, front gate entrance, and the gate to the horse farm are under video surveillance.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to South Farm. Programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are also available to students and employees. Students and employees at South Farm are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

**REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING**

The same reporting procedures for the main campus apply to South Farms.

MU Police  
901 Virginia  
Columbia MO, 65211  
573-882-7201

Office of Institutional Equity  
320 Jesse Hall/145 Heinkel Building  
Columbia MO, 65211  
573-882-3880

*MU South Farm Center Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non- Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non- Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	3	0	0	3	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

\*There is no Student Housing at this location.

**No hate crimes were reported at South Farm Center in 2022, 2021 or 2020.**

# University of Missouri Baskett Wildlife Research Center

## **POLICE AND SECURITY**

MU Baskett Wildlife Research Center is located at 15120 South Bob Veach Road, Ashland MO, 65010, 573-882-0867. This is approximately 30 miles from the main MU Campus. The Boone County Sheriff's Department has jurisdiction to investigate any crimes occurring on the property. The University of Missouri Police Department due to the location of the Center would be available to assist.

Boone County MO Sheriff's Department  
2121 County Drive, Columbia MO 65202  
(573) 875-1111

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at Baskett Wildlife receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Baskett Wildlife Research and Education Center's normal business hours are 8-5 Monday-Friday during the summer months (May – August) and periodically during other months. Several buildings at BWREC, including the shop, office, and research buildings remain locked throughout the day. There are no electronic locks for any buildings. Locked gates prevent access to side roads, and the Shelton Road gate is locked at all times. A security fence runs through the MOFLUX tower research site, and no trespassing signs are located throughout the property at sensitive research locations.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to Baskett Wildlife. Due to the location, programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are not readily available to students and employees. All students are required to complete the "Not Anymore" program to help prevent sexual violence. Students and employees at Baskett Wildlife are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

## REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING

To file a report, students, employees and visitors are encouraged to contact the Boone County Sheriff's Department. Students and employees at Baskett Wildlife may also file a report with The Office of Institutional Equity. The victim will be contacted, offered available resources and investigated remotely.

Boone County MO Sheriff's Department, 2121 County Drive, Columbia MO 65202  
(573) 875-1111

The Office of Institutional Equity can be reached at 320 Jesse Hall and 145 Heinkel Building, Columbia, MO 65211, (573) 882-3880.

### *MU Baskett Wildlife and Research Center Campus Crime Statistics Clery Data*

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0



Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	1	0	0	1	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law	2022	0	0	0	0	0	0

Violations Referred for Disciplinary Action	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

\*There is no Student Housing at this location.

**No hate crimes were reported at Baskett Wildlife Research Center in 2022, 2021 or 2020.**

# University of Missouri Foremost Dairy Research Center

## **POLICE AND SECURITY**

MU Foremost Dairy Research Center is located at 9601 Highway 40 West, Columbia MO, 65202, 573-445-4009. This is approximately 11 miles from the main MU Campus. The University of Missouri Police Department has jurisdiction for investigation of all crimes occurring within the Dairy Research property. In addition, the Boone County Sheriff's Department has jurisdiction surrounding the property and may assist MU Police. MU students and employees are encouraged to promptly and accurately report any crimes to MUPD, 573-882-7201. There are no police or security assigned to the site. MU Police Officers and Boone County Sheriff's Deputies will occasionally patrol the area.

Boone County MO Sheriff's Department  
2121 County Drive, Columbia MO 65202  
(573) 875-1111

## **TIMELY WARNING – CRIME ALERTS & EMERGENCY NOTIFICATION**

Crime Alerts are generally issued via email. All campus community members who have a valid email address issued by the University of Missouri – Columbia will be designated through the University's email system to receive the Crime Alert. The MU Alert text messaging system is an emergency notification system available to students and staff at MU that "opted in" to the emergency alert system. Alerts sent are simulcast to the University community via our [MU Alert](#), the University Facebook page, MUPD Twitter, e-mail accounts and cell phone text. At this time, MU students and employees at the Dairy Research Center receive the same timely warning – crime alerts and emergency notifications as the main campus providing they have a valid MU email address and have "opted-in" to the MU Alert system.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

Foremost Dairy Center operates from 4AM – 9PM year-round. Buildings at the Foremost Dairy Center are key lock.

## **DEFINITIONS OF REPORTABLE CRIMES, SECURITY PROGRAMS, DISCIPLINARY PROCEDURES**

The same definition of reportable crimes for the main campus, equally apply to the Dairy Research Center. Programs designed to prevent sexual assault, dating violence, domestic violence and stalking that are available at the main campus are also available to students and employees. Students and employees are encouraged to be responsible for their own security and the security of others. Procedures for institutional disciplinary actions in cases of dating violence, domestic violence and stalking equally apply as they do on the main campus.

**REPORTING AN INCIDENT OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE OR STALKING**

The same reporting procedures for the main campus apply to Foremost Dairy Center.

MU Police  
901 Virginia  
Columbia MO, 65211  
573-882-7201

Office of Institutional Equity  
320 Jesse Hall/145 Heinkel Building  
Columbia MO, 65211  
573-882-3880

***MU Foremost Dairy Research Center Campus Crime Statistics Clery Data***

<b>Offense (Reported By Hierarchy)</b>	<b>Year</b>	<b>On Campus</b>	<b>Non- Campus</b>	<b>Public Property</b>	<b>Total</b>	<b>Student Housing*</b>	<b>Unfounded</b>
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Robbery	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	3	0	0	3	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Student Housing*	Unfounded
Arson	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Dating Violence	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Stalking	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

*\*There is no Student Housing at this location.*

**No hate crimes were reported at Foremost Dairy Center in 2022, 2021 or 2020.**

## ANNUAL FIRE SAFETY REPORT



The Higher Education Opportunity Act enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The following report details all information required by this act for MU.

### DEFINITIONS FROM THE HIGHER EDUCATION OPPORTUNITY ACT

**On-Campus Student Housing** – A student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.

**Fire** – Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

### FIRE SAFETY

The University of Missouri has adopted numerous policies to promote a safe living and working environment at all University locations.

The full text of these policies as well as other important fire safety information can be found under [Residential Life Policies and Procedures](#).

## ELECTRICAL APPLIANCES USAGE

Residents' use or possession of appliances is restricted by the type, size and number permitted. Due to the high electrical demand of many appliances, Residential Life recommends residents limit the number of appliances used simultaneously to avoid causing a breaker to flip resulting in loss of power to the appliances. Roommates and suitemates should discuss appliances and who will bring what to avoid duplication, as only one microwave and refrigerator is allowed per room.

All residents must abide by the following restrictions on electrical appliances in the residence halls and undergraduate apartments:

- No space heaters of any kind are permitted.
- One compact refrigerator that is 4.5 cubic feet or smaller is allowed in each bedroom (residence halls only).
- One microwave under 1000 watts is allowed in each bedroom (residence halls only).
- Cooking appliances allowed in student rooms include but not limited to: coffee makers, rice steamers, popcorn air poppers, crock pots, and slow cookers.
- Cooking appliances **not allowed** include but are not limited to: toasters, toaster ovens, electric grills (such as George Foreman grills), panini presses, pressure cookers (such as an InstantPot).
- All appliances with exposed heating elements and external oil or grease collection are prohibited.
- All appliances **must be UL-Approved**.

Residential Life also requires the use of surge protector strips with a 15-amp circuit breaker and safety reset switch. A surge protector strip should only be plugged **directly into the wall** — not into an outlet multiplier or into another surge protector strip (no daisy-chaining).

Overloading outlets and overuse/misuse of equipment is prohibited. Total electrical usage should not exceed that which can be provided by one surge protector strip per outlet and should not overload, short or create line disturbances.

## SMOKE-FREE RESIDENCE AREAS

In recognition of the health, safety and comfort benefits of smoke-free air and the responsibility to provide and maintain an optimally healthy and safe working and living environment for faculty, students, staff and visitors, the University of Missouri is smoke-free as of July 1, 2013.

No smoking is permitted on any university property, in any university-owned buildings or in university-leased buildings or vehicles, including Residential Life Housing. Use of products including, but not limited to, cigarettes, cigars, e-cigarettes, hookahs, pipes and water pipes are prohibited. Safe storage of such products is permitted, provided the product is not used on university-owned or -operated property.

## OPEN FLAME AND FLAMMABLE MATERIALS

Candles (with or without wicks), incense, oil lamps, oil/wax diffusers that sit on lightbulbs or other items with the capability of an open flame or burning ember are not permitted in any



residence hall and are subject to confiscation and forfeiture. Residents are allowed to use UL-approved electric or battery-operated candle products. Examples include, but are not limited to, Scentsy and Scentbug products and battery-operated pillar candles. Incense oils must be enclosed. Reed diffusers in open bottles are not allowed because they ruin furniture and leave a permanent scent. The use, possession, display or ignition of fireworks or any type of explosive device is prohibited on university property.

Tampering with or theft of fire safety equipment, including tampering with or discharging fire extinguishers, disabling bells/horns, activating a fire alarm when no emergency exists or covering or removing the batteries from individual smoke detectors, removing the entire smoke detector apparatus, or tampering with, hanging objects from, or decorating sprinkler heads in rooms of halls that are thus equipped are prohibited.

## **RESIDENCE HALL FIRE DRILLS**

In 2022 fire drills were conducted twice in each residence hall, including Manor House and Tara Apartments. The 2022 Fire Amenities graph indicates each Residence Hall by name and the number of fire drills. Fire drills provide residents the opportunity to become familiar with the notification system as well as the evacuation procedures. During the drill and any other time that the fire alarm sounds residents should calmly evacuate the building and follow the instructions of staff and emergency personnel. Failure to vacate or in any other way interfere with the emergency response process will be considered a violation of Residential Life policy and handled accordingly.

Students who require any type of accommodation to ensure their safe evacuation should contact the Residence Hall Coordinator or the Apartment Manager at University Student Apartments immediately upon moving into the facility so that the appropriate arrangements can be made.

## **FIRE STATISTICS**

On-Campus Student Housing Facilities for Calendar Years: 2020, 2021 and 2022.

**2022 Statistics and Information Regarding Fires in University of Missouri Residential Facilities**

Core Campus Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage
Bingham - 902 S. College	0	0	N/A	N/A	N/A	N/A
Bluford - 502 Kentucky Blvd.	1	1	Campus Dining Stove/Oven Cooking	0	0	\$0
Brooks - 1007 Tiger Ave.	0	0	N/A	N/A	N/A	N/A
Center - 402 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
College Ave - 1300 E. Rollins	0	0	N/A	N/A	N/A	N/A
Defoe-Graham - 901 Hitt St.	0	0	N/A	N/A	N/A	N/A
Discovery - 906 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Dogwood - 907 Hitt St.	0	0	N/A	N/A	N/A	N/A
Excellence - 904 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Galena - 905 Hitt St.	0	0	N/A	N/A	N/A	N/A
Gateway -1000 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Gillett - 800 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Mizzou at Campus Lodge	0	0	N/A	N/A	N/A	N/A
Hawthorn - 903 Hitt St.	0	0	N/A	N/A	N/A	N/A
Hatch - 1306 E. Rollins	0	0	N/A	N/A	N/A	N/A
Hudson - 1202 E. Rollins	0	0	N/A	N/A	N/A	N/A
Johnston - 1100 E. Rollins	0	0	N/A	N/A	N/A	N/A
Mark Twain - 515 S. Fifth St.	0	0	N/A	N/A	N/A	N/A
McDavid - 311 S. Sixth St.	0	0	N/A	N/A	N/A	N/A
North - 400 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Respect - 902 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Responsibility - 908 Virginia	0	0	N/A	N/A	N/A	N/A
Rollins - 1200 E. Rollins St.	0	0	N/A	N/A	N/A	N/A
Schurz - 904 S. College Ave.	0	0	N/A	N/A	N/A	N/A
South - 404 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Wolpers - 800 Hitt ST.	0	0	N/A	N/A	N/A	N/A
Manor House - 306 Hitt St.	1	1	Cooking on Stove Top	0	0	\$0
Tara - 1133 Ashland Rd.	0	0	N/A	N/A	N/A	N/A
Mizzou at The Rise	0	0	N/A	N/A	N/A	N/A

**2021 Statistics and Information Regarding Fires in University of Missouri Residential Facilities**

Core Campus Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage
Bingham - 902 S. College	0	0	N/A	N/A	N/A	N/A
Bluford - 502 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Brooks - 1007 Tiger Ave.	1	1	Cooking in microwave	0	0	\$0
Center - 402 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
College Ave - 1300 E. Rollins	0	0	N/A	N/A	N/A	N/A
Defoe-Graham - 901 Hitt St.	0	0	N/A	N/A	N/A	N/A
Discovery - 906 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Dogwood - 907 Hitt St.	0	0	N/A	N/A	N/A	N/A
Excellence - 904 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Galena - 905 Hitt St.	0	0	N/A	N/A	N/A	N/A
Gateway -1000 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Gillett - 800 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Mizzou at Campus Lodge	0	0	N/A	N/A	N/A	N/A
Hawthorn - 903 Hitt St.	0	0	N/A	N/A	N/A	N/A
Hatch - 1306 E. Rollins	0	0	N/A	N/A	N/A	N/A
Hudson - 1202 E. Rollins	0	0	N/A	N/A	N/A	N/A
Johnston - 1100 E. Rollins	0	0	N/A	N/A	N/A	N/A
Mark Twain - 515 S. Fifth St.	0	0	N/A	N/A	N/A	N/A
McDavid - 311 S. Sixth St.	0	0	N/A	N/A	N/A	N/A
North - 400 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Respect - 902 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Responsibility - 908 Virginia	0	0	N/A	N/A	N/A	N/A
Rollins - 1200 E. Rollins St.	0	0	N/A	N/A	N/A	N/A
Schurz - 904 S. College Ave.	0	0	N/A	N/A	N/A	N/A
South - 404 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Wolpers - 800 Hitt ST.	0	0	N/A	N/A	N/A	N/A
Manor House - 306 Hitt St.	0	0	N/A	N/A	N/A	N/A
Tara - 1133 Ashland Rd.	0	0	N/A	N/A	N/A	N/A
Mizzou at The Rise	1	1	Cooking with Air Fryer on Stove Top	0	0	\$0

## 2020 Statistics and Information Regarding Fires in University of Missouri Residential Facilities

Core Campus Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage
Bingham - 902 S. College	0	0	N/A	N/A	N/A	N/A
Bluford - 502 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Brooks - 1007 Tiger Ave.	0	0	N/A	N/A	N/A	N/A
Center - 402 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
College Ave - 1300 E. Rollins	0	0	N/A	N/A	N/A	N/A
Defoe-Graham - 901 Hitt St.	0	0	N/A	N/A	N/A	N/A
Discovery - 906 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Dogwood - 907 Hitt St.	0	0	N/A	N/A	N/A	N/A
Excellence - 904 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Galena - 905 Hitt St.	0	0	N/A	N/A	N/A	N/A
Gateway -1000 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Gillett - 800 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Mizzou at Campus Lodge	0	0	N/A	N/A	N/A	N/A
Hawthorn - 903 Hitt St.	0	0	N/A	N/A	N/A	N/A
Hatch - 1306 E. Rollins	0	0	N/A	N/A	N/A	N/A
Hudson - 1202 E. Rollins	0	0	N/A	N/A	N/A	N/A
Johnston - 1100 E. Rollins	0	0	N/A	N/A	N/A	N/A
Mark Twain - 515 S. Fifth St.	0	0	N/A	N/A	N/A	N/A
McDavid - 311 S. Sixth St.	0	0	N/A	N/A	N/A	N/A
North - 400 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Respect - 902 Virginia Ave.	0	0	N/A	N/A	N/A	N/A
Responsibility - 908 Virginia	0	0	N/A	N/A	N/A	N/A
Rollins - 1200 E. Rollins St.	0	0	N/A	N/A	N/A	N/A
Schurz - 904 S. College Ave.	0	0	N/A	N/A	N/A	N/A
South - 404 Kentucky Blvd.	0	0	N/A	N/A	N/A	N/A
Wolpers - 800 Hitt ST.	0	0	N/A	N/A	N/A	N/A
Manor House - 306 Hitt St.	0	0	N/A	N/A	N/A	N/A
Tara - 1133 Ashland Rd.	1	1	Cooking on stovetop	0	0	\$1400
U- Centre	0	0	N/A	N/A	N/A	N/A
Mizzou at The Rise	0	0	N/A	N/A	N/A	N/A

## **FIRE SAFETY EQUIPMENT**

All Residential Life facilities are equipped with notification systems that can be initiated by the presence of smoke, heat or via a manual pull station. The initiation of the alarm notifies residents audibly and visually. Except for Tara Apartments any initiation of the fire alarm notifies an off-site response center that dispatches emergency responders to the location. One hundred percent (100%) of the Residential Life owned residence halls and apartments are equipped with sprinkler systems. All Residential Life facilities have fire extinguishers in compliance with the applicable code.

### **Fire Safety Education and Training Programs for Students, Faculty and Staff**

Everyone at MU is responsible for fire safety. EHS works closely with the Columbia Fire Department, Campus Facilities, and campus departments to provide comprehensive fire prevention services to campus. These services include building inspections, maintenance of fire suppression systems, fire extinguisher training, and promotional activities. Environmental Health and safety offer a Fire Extinguisher Use and Safety class made up of lecture and hands on opportunities. Students participate in extinguishing fires after having learned about fire prevention and the proper use of fire extinguishers. Classes on fires, along with the types of fire extinguishers available, deciding which extinguisher to use, when to fight a fire with an extinguisher, and how to properly use an extinguisher are covered in this class.

Contact [EHS](#) if you have any questions or desire consultative assistance about fire safety, the use of open flames and other fire related questions.

**2022 Fire Safety Amenities in University of Missouri Residential Facilities**

Core Campus Residential Facilities	Fire Alarm Monitoring by Off-site service	Partial Sprinkler System <sup>1</sup>	Full Sprinkler System <sup>2</sup>	Smoke Detection	Fire Extinguisher Device	Evacuation Plans & Placards	Number of Evacuation (fire) drills each year <sup>3</sup>
Bluford	X		X	X	X	X	2
Brooks	X		X	X	X	X	2
Center	X		X	X	X	X	2
College Avenue	X		X	X	X	X	2
Defoe-Graham	X		X	X	X	X	2
Discovery	X		X	X	X	X	2
Dogwood	X		X	X	X	X	2
Excellence	X		X	X	X	X	2
Galena	X		X	X	X	X	2
Gateway	X		X	X	X	X	2
Gillett	X		X	X	X	X	2
Hawthorn	X		X	X	X	X	2
Hatch	X		X	X	X	X	2
Hudson	X		X	X	X	X	2
Johnston	X		X	X	X	X	2
Lathrop	X		4	X	X	X	2
Laws	X		4	X	X	X	2
Mark Twain	X		X	X	X	X	2
McDavid	X		X	X	X	X	2
North	X		X	X	X	X	2
Respect	X		X	X	X	X	2
Responsibility	X		X	X	X	X	2
Rollins	X		X	X	X	X	2
Schurz	X		X	X	X	X	2
South	X		X	X	X	X	2
Wolpers	X		X	X	X	X	2

1 Partial sprinkler system is defined as having sprinklers in the common areas only

2 Full sprinkler system is defined as having sprinklers in both the common areas and individual rooms

3 Fire drills are also conducted one additional time in whichever facilities house summer school

4 Facility has been replaced with fully sprinkled facility

Manor House*	X	Mechanical Spaces only		X	X	X	2
Tara				X	X	X	*

1 Partial sprinkler system is defined as having sprinklers in the common areas only

2 Full sprinkler system is defined as having sprinklers in both the common areas and individual rooms

\*Manor House closed and unoccupied in Fall 2022.

## **Fire Incident Reporting**

Students and employees should call 911 to report a fire emergency.

Call the numbers listed below for non-emergency notifications (e.g., evidence that something burned):

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Environmental Health & Safety	573-882-7018
Campus Facilities	573-882-8211
MU Police	573-882-7201

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## **Fire Incident Response**

Alarm Communications monitors alarm and fire systems for parts of the University of Missouri. Additional areas of MU are monitored with fire alarms monitored directly by the MU Police Communications Center. In the event of an alarm activation, Boone County Joint Communications is notified and dispatches the Columbia Fire Department. The MU Police Department is also notified and responds to the scene to provide any support the fire department requires.

In the event of a confirmed fire appropriate members of MU administration is notified. Additional contacts include Environmental Health & Safety, Campus Facilities, MU Police, and Residential Life Facilities.

## **Plans for Future Improvements in Fire Safety**

The University of Missouri continually evaluates our fire safety program as well as our fire protection systems. MU makes upgrades based on need and funding. We continue to develop and conduct fire safety training programs as needed to ensure the safety of our students, faculty, and staff.

Residential Life owned residence halls are equipped with sprinkler systems and all facilities were updated by 2020.



## **Procedures for Student Housing Evacuation**

### **In Case of Fire**

**In case of a fire, for your safety and the safety of others, get out as quickly as possible, and leave the firefighting to the professionals. All residents and guests must evacuate when building fire alarm systems sound.** When a fire alarm sounds, all occupants must immediately vacate the building via the suggested evacuation routes and go to the designated location. Students should familiarize themselves with the exits in the building and if there is a specific stairwell assigned for evacuation of their residence hall room, they should use that exit. Never use the elevators – always take the stairs. Students who fail to vacate the building when an alarm sound endanger the safety of themselves and others and will face conduct action.

### **What to do in case of fire**

When the fire alarm sounds, you must evacuate the facility. Never assume it is a drill or false alarm; treat each alarm as the real thing.

Feel your doorknob before opening it.

If the knob is hot, do not open the door.

If the knob is not hot, brace yourself against the door and open it slightly.



If heat or heavy smoke is present in the corridor, close the door and stay in the room. Keep low to the floor if smoke is present.

### **If you CAN leave the room**

Wear shoes; if possible, carry wet towels.

Close all doors behind you to reduce the spread of smoke.

If you are in another part of the building, do not return to your room.

Go to the nearest exit or stairway. **NEVER USE AN ELEVATOR.** If the nearest exit is blocked, use an alternate route. If all exits are blocked, go back to your room and close the door. Follow the procedures described below.

Never re-enter the building until staff indicates it is safe to do so.

### **If you CANNOT leave the room**

If possible, open the window at the top and the bottom to let out smoke and let in fresh air.

Do not break the glass. Smoke and fumes may be drawn in through the windows. You must be able to close the window if necessary.

CALL 911, shout for help. Seal cracks around the door with towels or bed linens to keep out smoke. Stay near the floor when possible.

Hang a sheet, jacket, shirt or other object in or outside the window to attract attention.

### **If you discover a fire, do not endanger yourself**

Pull the nearest alarm box.

Shout a warning. Repeat it.

Leave the building and CALL 911, even if a small fire has been quickly extinguished.

Close all doors, especially those leading into stairwells, which should never be left open.

Move at least 200 feet away from the building. Keep clear of driveways, sidewalks and access pathways.

## EVACUATION ROUTES AND ASSEMBLY POINTS

***EVACUATION SHOULD BE THE RESIDENT'S ONLY CONCERN***

All residents must remain calm, move quickly (no running) and remain out of the way of emergency personnel and associated equipment. When exiting the building and proceeding to the pre-planned assembly area, remain at least twenty feet away from the building walls and overhangs.



### **Facility Evacuation Routes**

Residential Life is responsible for reviewing designated evacuation routes and assembly points with residents at the start of each semester. Students should be aware of all alternative routes in the event the primary routes are blocked.

## Evacuation Locations and Assembly Points

Residence Hall	Assembly Area
Bluford	WG-6 Parking Lot
Brooks	WG-6 Parking Lot, far eastern portion closest to Tiger Avenue
Center	WG-6 Parking Lot, far southern portion closest to Stadium Blvd.
College Avenue	Dairy Lawn
Defoe-Graham	South Rec. Center lawn/entrance area (grassy area in front of Rec. Center), NOT in the driveway
Discovery	Green space South of Discovery Hall
Dogwood	Lawn area north of Sinclair School of Nursing
Excellence	Plaza 900 Amphitheater
Galena	Lawn area west of the building and north of Sinclair School of Nursing
Gateway	Green space North of Gateway Hall
Gillett	Rollins basketball court (South of Gillett Hall)
Hatch	AV11 parking lot
Hawthorn	Lawn area west of the building and north of Sinclair School of Nursing
Hudson	Rollins & Plaza 900 loading dock parking lot (North of Plaza / West of College Ave.)
Johnston	East end of Gaines/Oldham Black Culture Center Parking Lot
McDavid	Loeb Lawn – north side of building and as close to McReynolds as possible.
Mark Twain	Far right-hand side of the North Parking Lot (by the power plant)
North	WG-6 parking lot, near South Hall loading ramp
Respect	Plaza 900 Amphitheater
Responsibility	Green space east of the University Physicians Building
Schurz	East Side of the AV-8 Parking Lot
South	WG-6 parking lot, directly west of ramp to tunnel under Stadium Blvd.
Wolpers	West end of Gaines/Oldham Black Culture Center parking lot
Tara	Main Tara playground – behind Building 1
Manor House	Back portion of Manor House-1 Parking Lot

# Appendix A

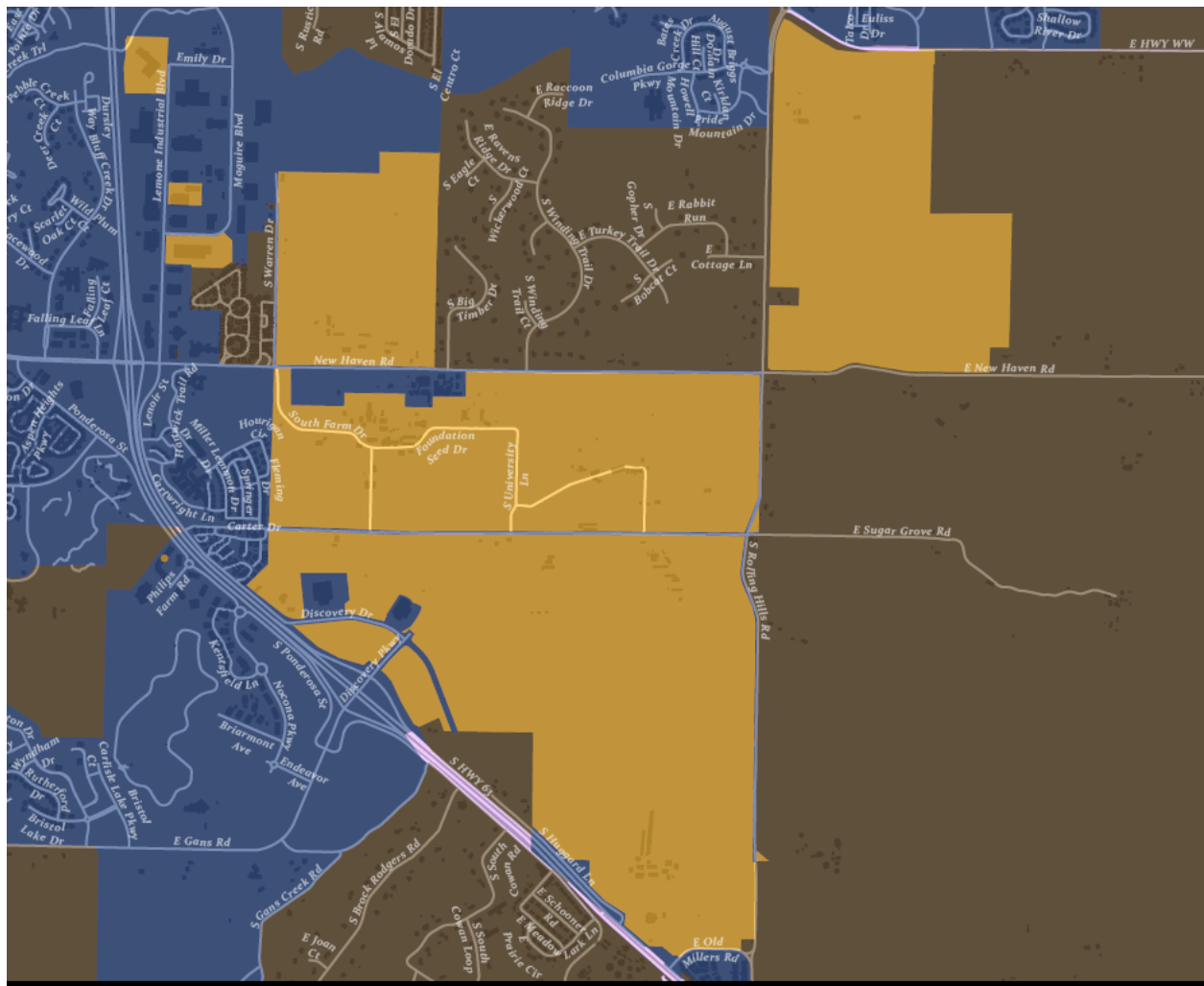
## Women's Hospital – Main Campus



■ Columbia PD Jurisdiction   ■ University of Missouri PD   ■ Building Footprints

# Appendix B

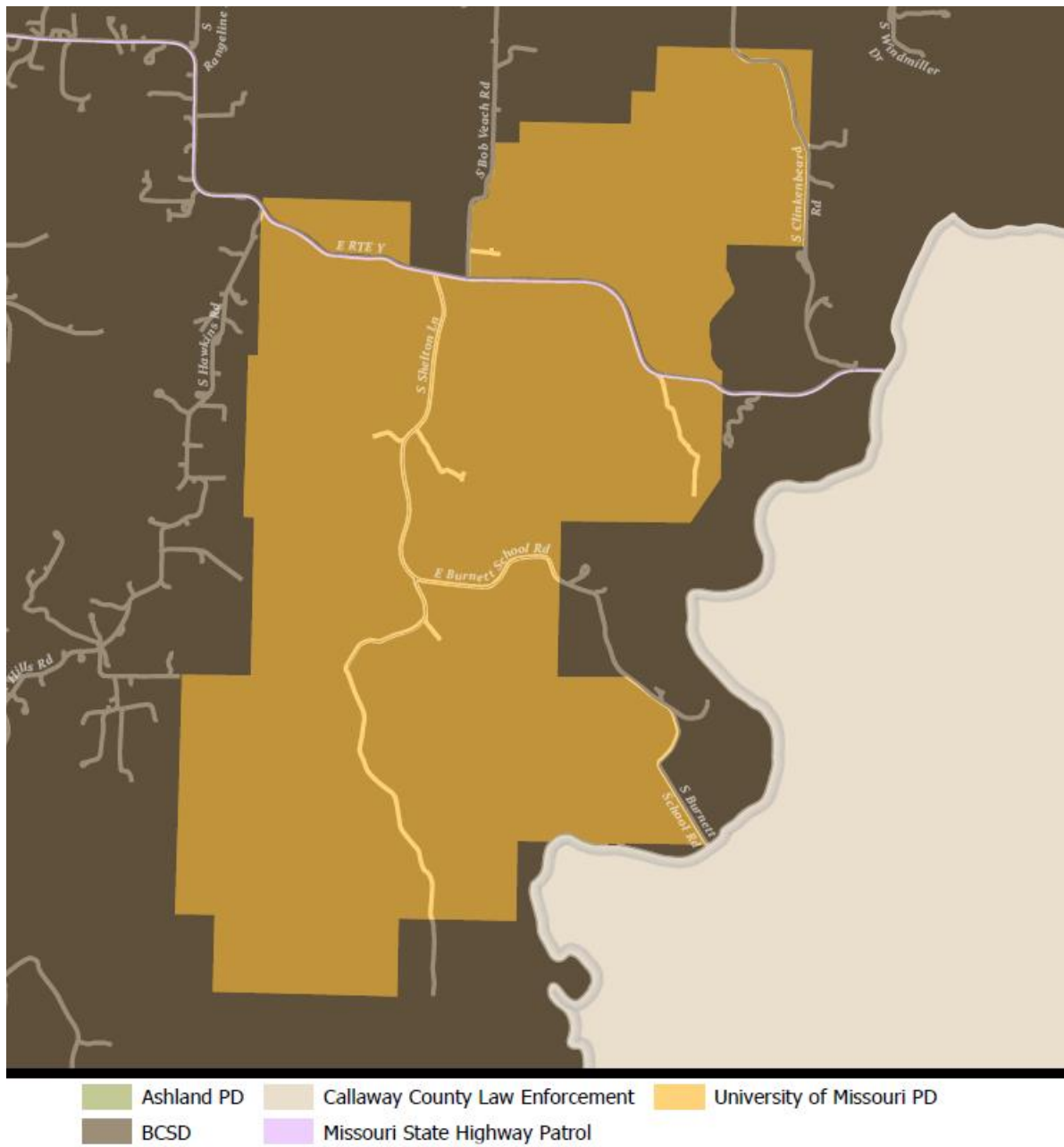
## South Farm and Jefferson Farm – Main Campus



- BCSD
- Columbia PD Jurisdiction
- Missouri State Highway Patrol
- University of Missouri PD
- Building Footprints

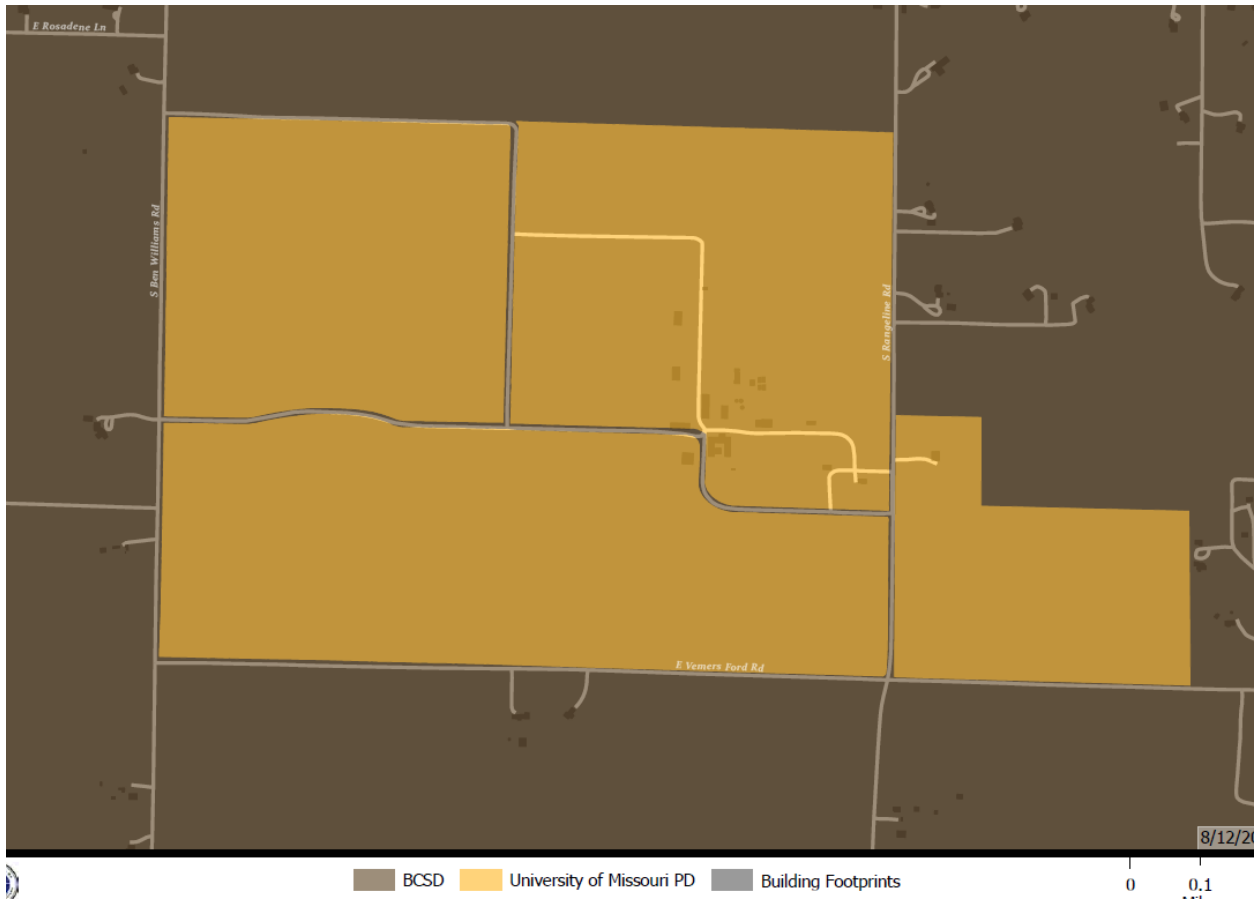
## Appendix C

### Baskett Wildlife Research Center – Main Campus



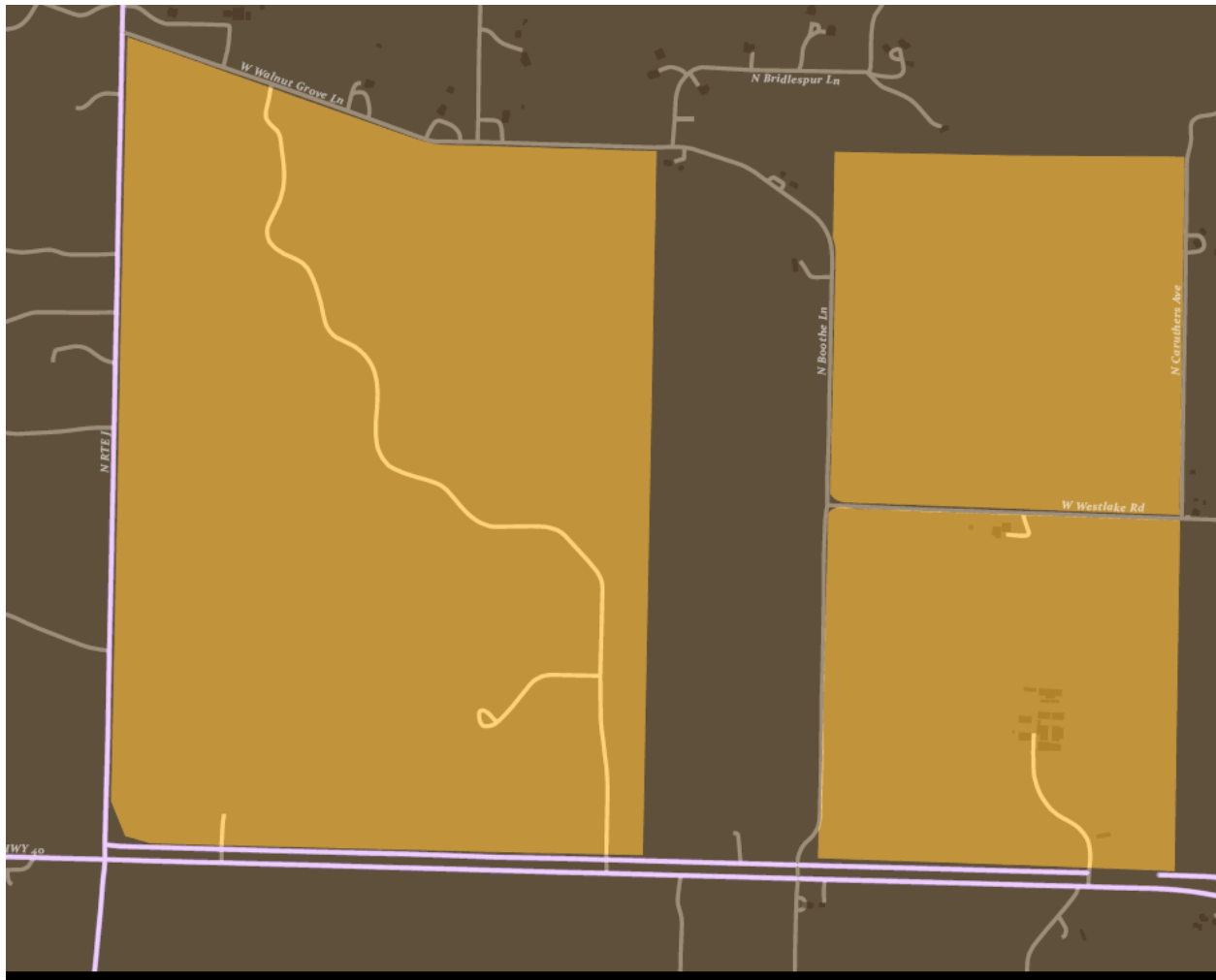
# Appendix D

## Bradford Research Center – Main Campus



## Appendix E

### Foremost Dairy Research Center – Main Campus

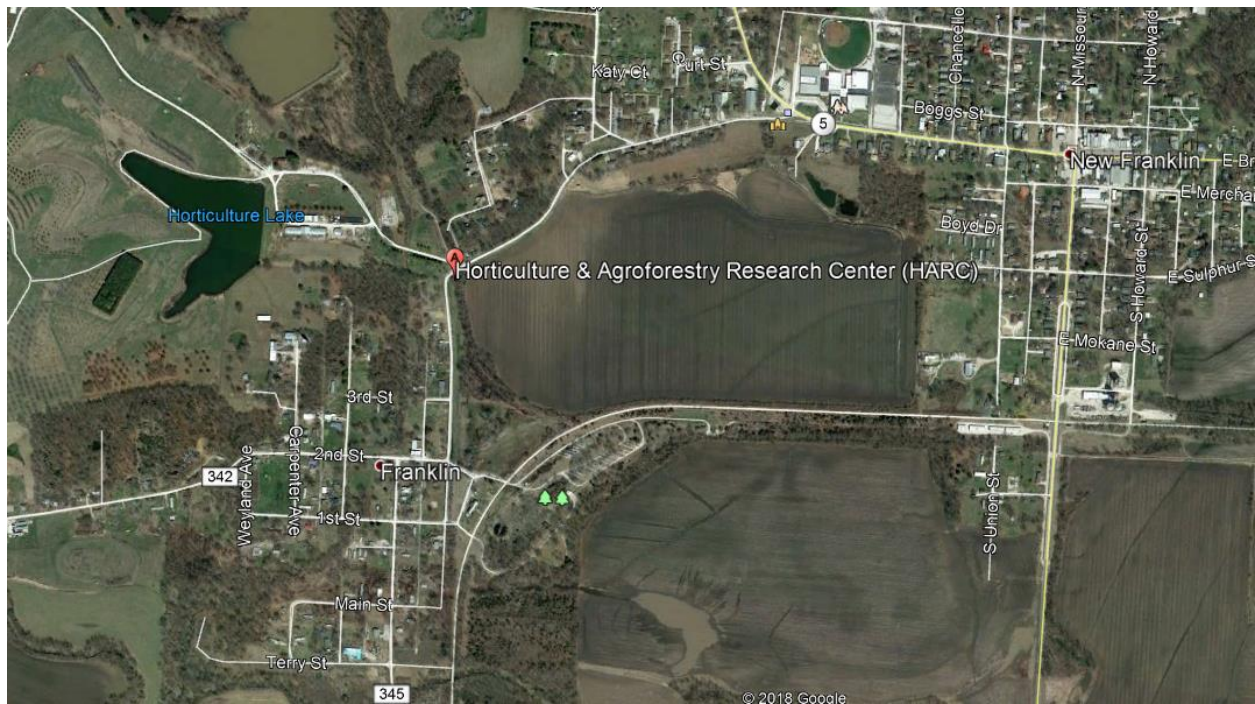


BCSD Missouri State Highway Patrol University of Missouri PD Building Footprints



## Appendix F

### Horticulture and Agroforestry Research Center – Main Campus



### Thompson Farm – Main Campus



## Appendix G

### Forage Systems Research Center – Main Campus



## IMPORTANT PHONE NUMBERS AND OTHER CONTACT INFORMATION

<b>Emergency</b>	<b>911</b>
<b>University of Missouri Police</b>	<b>573-882-7201</b>
<b>Crime Prevention</b>	<b>573-884-7809</b>
<b>Crime Stoppers</b>	<b>573-875-TIPS (8477)</b>
<b>University Information</b>	<b>573-882-2121</b>
<b>Columbia Police (non-emergency)</b>	<b>573-442-6131</b>
<b>University Hospital</b>	<b>573-882-4141</b>
<b>RSVP (Relationship and Sexual Violence Prevention Center)</b>	<b>573-882-6638</b>
<b>Student Health &amp; Behavioral Health</b>	<b>573-882-7481</b>
<b>MU Counseling Center</b>	<b>573-882-6601</b> <b>For psychological concerns after business hours, call the 24-hour Crisis Hotline (800) 395-2132.</b>
<b>Office of Institutional Equity</b>	<b>573-882-3880</b>